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PART VII.

WOMEN WORKERS IN MILWAUKEE TANNERIES.

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WOMEN WORKERS IN MILWAUKEE TANNERIES.

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CHAPTER I.

INTRODUCTION.

PURPOSE, METHOD AND SCOPE OF THE INVESTIGATION.

The shifting of the scene of women's labors from the home to the factory, has created many new problems. There are probably few people who wish to deny the freedom of the factory to the millions of working women. Yet it is undoubtedly true that anyone at all familiar with such work will wish for them the best possible conditions of employment. Some industries on account of favorable environment and the inherent nature of the work, offer perfectly legitimate fields for the activities of women. Other industries because of their bad physical and moral effects should be denied women altogether.

This particular industry was selected for intensive study because it affords an opportunity to learn the conditions which surround women who have but recently entered a field formerly occupied by men. It furnishes an opportunity to make a comparison between the wages and output of men and of women when engaged at the same work. It also furnishes conditions for the thoughtful consideration of legislators bent on protecting both the industry and the workers. The more intimate personal study of home conditions of these workers, with special references to family incomes and standards of living, throws addi-

tional light upon the effects of factory work upon the health and morals of working girls.

In Milwaukee women did not enter the tanneries in any considerable number until June, 1903. In the spring of that year the men in one of the large establishments went on strike for shorter hours and an increase in wages, and their places were filled by girls. Through the courtesy of the proprietors of this establishment a special investigation was begun. Beginning with June, 1903, the pay-roll for these girls was copied directly from the office books for the three following periods of six months each: June to December, 1903, January to July, 1904, and January to July, 1906. Wages were paid twenty-six times a year. In addition to this detailed information concerning wages, similar records were secured giving the number of hours worked per day and the rate paid per piece, where work was done under the piece-rate system. From these facts is determined not only the income of each girl for six month periods, but also the various rates of wages and the usual length of the working day. Some, though not many, of the girls remained at work in this tannery throughout the entire period of the investigation. The records of their work and wages enable us to determine yearly income, a thing very different from weekly pay. On account of the great variety in the kind and quality of the work it is exceedingly difficult to determine whether one woman now does the work formerly performed by one man, or whether two or three women are taking the places of one or two men. As in many other industries, certain parts of the work, such as the repairing of the machinery or the carrying of heavy loads, is still done by the men, and the women are thus relieved of several of the most severe tests of strength and skill. However, it is practicable in many cases to compare the wages formerly received by men with the wages now received by women doing the same work. And it is possible to compare the wages of women with those of men now doing the same work in other tanneries.

The second part of the investigation is a personal inquiry into the home conditions of the girls who work in the tannery.

The age of the girl, her nationality, schooling and earnings, and the income of the whole family, as well as housing conditions, are here considered. This information was secured by evening visits to the homes of the girls. The writer was kindly received, and with the exception of one instance the information, was willingly given. The detailed results of these visits are given in the appendix. The girls who were living at home could, in almost every instance, speak English, while the parents almost without exception, spoke a foreign language. The foreign-born girls, however, could not speak English. But often they understood German, or some other person in the house could act as interpreter. Often there would be two interpreters, one to take the German and give it to another who could speak the Slavic or Bohemian or whatever tongue the case required. Inability to converse freely with several of the girls left the personal records less complete than could be desired, but the facts were so similar that after the first twenty-five or thirty girls had been visited the real human story became very apparent. In the second part of this investigation particularly, the aim has been to secure that human story rather than add to the already voluminous body of exact statistics where everything added together equals one hundred.

CHAPTER II.

FACTORY CONDITIONS.

1. Entrance of Women Into the Tannery.

On May 25, 1903, the members of the Milwaukee Local No. 57, of the Amalgamated Leather Workers' Union of America, went on strike. They demanded a ten per cent increase in wages, and the nine hour day. Although the membership of this local union was not over 2,800, more than 3,000 men walked out. But in less than a month a great majority of the strikers went back to work. A few remained out until the end of the sixth week. In the meantime, one of the largest companies had attempted in various ways to secure new help. But efforts to bring in workmen from the outside were only partly successful. A new experiment was tried. The factory was thrown open to women.

Before this crisis only two or three women had ever been employed at a time, and their work had been confined to ironing dongola leather. By the end of June, one month after the beginning of the strike, sixty women were at work. Six months later this number had increased to over one hundred, and by January, 1906, the number had doubled again. At the end of two years more, with the close of investigation of this establishment in February, 1908, the number had reached between three and four hundred. They were now employed at ironing, sorting, trimming, seasoning, the finer unhairing and glazing.

To the ever-increasing procession of women following industry from the home into the factory, the tanneries have but recently opened their doors. In primitive times it was among the many duties of the women to take charge of the spoils of the hunt which her lord and master brought down. She took care of the

skins of the animals, saving from decay and preparing them for use. In those times she could truly be called a tanner, and tanning was an art. In the factories today the woman seldom has anything to do with the direct tanning of leather. She is employed in the finishing processes.

The number of women in this kind of work is not large. The census report of 1850 gives over 400 women working in the process of tanning and currying leather. The number so reported remained about the same until 1890 when a decrease of nearly 200 appeared. The census for 1900, on the other hand, reports a great increase, the number reaching 1,173 for that year. Doubtless the greater number of these women were employed at clerical work in the tanneries.

The tardiness of women entering tanneries is due mainly to the fact that it is only within recent years that machinery has been introduced in the industry and many subdivisions of labor created. Tanning and leather manufacturing continued to be done by manual labor long after most of the other common industries had been revolutionized by the introduction of machinery. Formulae and processes had been transmitted from father to son for generations and it was considered impossible to make leather in any other way. It is only within the last twenty-five years that these barriers have been removed and the old traditions done away with. Today the division of labor through the use of machinery is as great as in other industries.

2. Description of the Industry from the Standpoint of Women's Work.

(1) Departments.

It would be both undesirable and impracticable to attempt here an exhaustive or scientific description of the various departments in which women are employed. But for the sake of greater clearness in the following chapters, the briefest possible descriptions of the principal departments are given below.

Men still do the unhairing, the fleshing, the oiling, soaking, tanning, coloring and all processes directly connected with

changing fresh or "green" hides into leather. Woman's part in the process is now conferred to the final finishing: the finer unhairing, glazing, trimming, seasoning, ironing, and sorting.

Chrome Finishing: This department gets its name from the process of tanning skins by chromic acid. There are four main kinds of work done: Glazing, trimming, seasoning and sorting. Although some of the sorting is actually done in connection with finishing the chrome tanned skins, that part of the process will not be described here, but in connection with the final work of "store and sorting."

Glazing: The glazing machine is a tall structure, put together by huge beams, and reaches over half way to the ceiling. The base is a slanting, table-like foundation over which the skins are held. Above this is erected and held in place by a beam framework, the large powerful arm which does the glazing at the rate of 152 strokes a minute. The skins are held firmly upon the table-like foundation and moved about by the operator until the arm of the machine has entirely covered the skin with its long, gliding stroke.

In most of the work which women do here skill is replaced by dexterity. Only one set of motions is needed to do the work which this job requires. Strength is needed in keeping the skin in the correct position, and quickness in moving it about under the glazing arm. It is impossible for the operator to sit, and she stands all day in a slightly stooping position. Skins differ in size, kind, and finish, and the number a girl can do in a day varies from 200 to 300 of the larger and heavier ones, to 1,000 or more of the small pieces.

The room in which the glazing is done is crowded and only fairly well lighted. While at work the girls face the windows. Good ventilation is difficult. The noise of the machines is deafening and many girls leave unable to stand the nervous strain. The odors, too, drive many away. "It made me sick and I had to quit," or, "At first it made me awfully sick but I finally got used to it," are common expressions. Even the men have the same experience and many of them leave. From 150 to 200 new hands are enrolled every pay day.

GLAZING.

In the thin edges of the skins which the women handle, there are often small holes. Unless a girl watches constantly she is apt to catch a finger in one of these and have it drawn under the powerful arm of the machine and smashed. Few of the girls work at the glazing for any length of time without acquiring these "trade marks," as they call them. Occasionally the entire hand is mangled or a finger or thumb entirely lost. The minor accidents are taken care of in the factory by the girls themselves, one usually being appointed for such work. For this purpose a chest is kept in the office of the superintendent containing the necessary medicines and bandages. When a girl is injured and thrown out of work she is paid from $4.00 to $6.00 per week until she is able to return. If the case is a serious one the doctor's bills are also paid by the company.

The work in this department furnishes illustrations of the causes of many difficulties prevalent among women workers everywhere. The charge of "favoritism" is a constant cause of dissatisfaction. Although such charges cannot always be substantiated they are apt to happen anywhere. In all kinds of work where machines are used, a man is usually employed to keep them in repair. The wages of the machine operators are, of course, based on the piece-rate system, and are directly affected by the condition of the machines. If the machine fixer has favorites among the girls he may exert himself accordingly. As a result some of the machines may run smoothly and steadily, while others are left in poor condition. Favoritism and immorality frequently go hand in hand. Taking a girl away from a machine which she has become accustomed to; returning skins to be done over; giving her less of the better paid work; or in slack times keeping some girls supplied with work while others have nothing to do; all are forms of unequal treatment which furnish constant friction. The girls do not cooperate in helping to regulate the conditions of their employment, and hence they find themselves at the mercy of unfair foremen or forewomen.

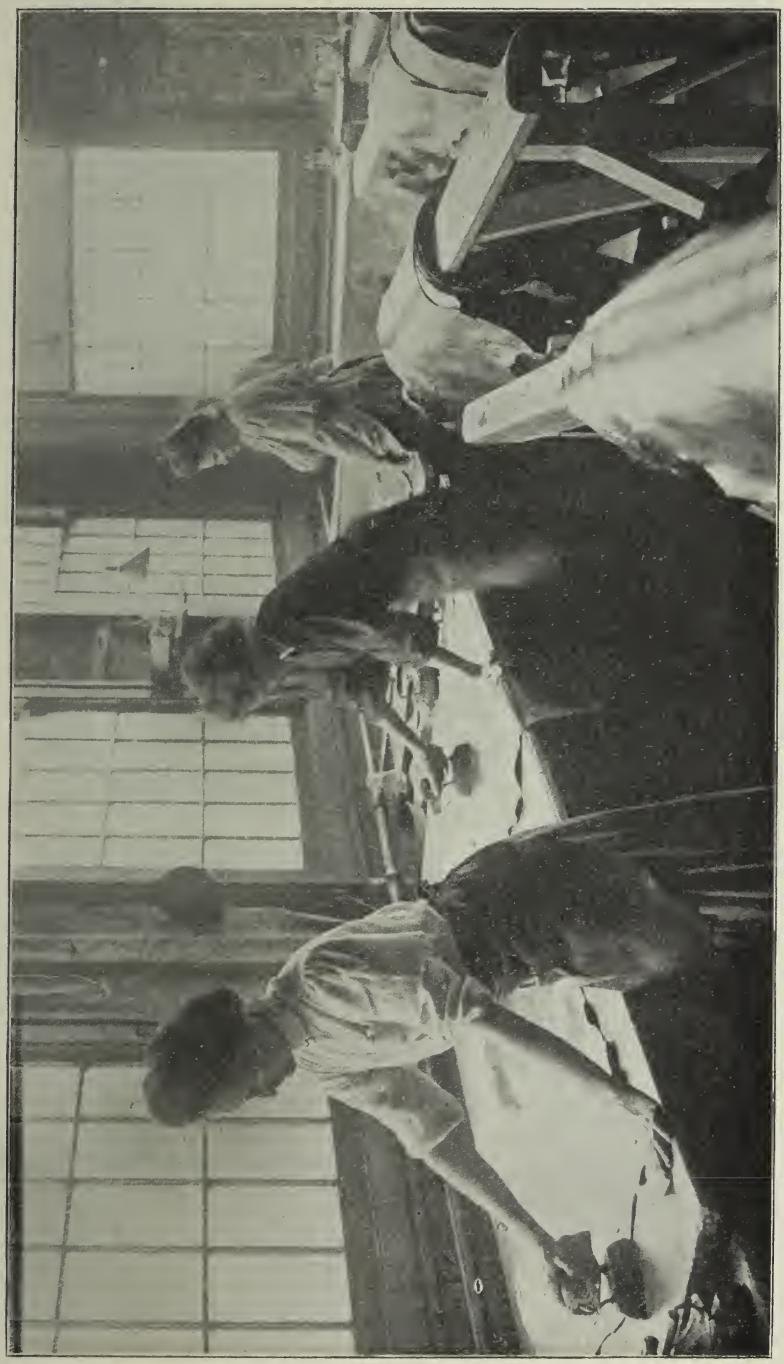
Nearly all the girls operating the glazing machines are American born. Other departments employ many foreign-born girls, who have been in this country but a short time and are unable to speak English.

TRIMMING.

Trimming: Trimming is done by hand with a large pair of shears. The work consists in cutting off the end strips and rough edges of the leather. Before the girls came into the tannery, young men and boys did this work. They used a sharp knife. And at the present time in one of the smaller tanneries girl trimmers still use the knife. The knife makes the work go more rapidly, but it is more dangerous and wastes more leather. The shears are more easily guided in cutting off the right amount of leather. When the girls first use them, their hands, unused to cutting material as tough as leather; become exceedingly sore. Often the skin is quite rubbed off. The work requires little skill, and only a knowledge of how much of the edges to cut away. Each girl has her own table and scissors. Some sit at their work, but standing enables them to work faster and since they are paid by the piece, most of the girls prefer to stand. The foreign-born girl is here rapidly displacing the American-born girl.

Seasoning: This process consists in working the skins through two large vats or tubs of seasoning fluid. Originally this work was done by hand but several years ago a machine was introduced which does 800 sides where formerly 100 were done by hand. A few hand seasoners still do some of the special pieces. It is the most disagreeable work which the women do. The skins are put into a large tub filled with a blackening solution containing among other ingredients, aniline dye, potash and ox-blood. The dye blackens the hands and is removed by washing in a solution of chloride of lime. Each tub requires two workers: one who attends to the skins in the seasoning solution and runs them between two large rollers, and a helper who does the "taking off" that is, piling them up ready to be taken away for the next process. The seasoner is paid by the piece and earns very good wages. The helper is paid by the hour receiving from $4.50 to $5.00 per week.

The majority doing this work are married women, foreign born, and seldom speak English. They were suspicious of questions and several refused to give their addresses, hence could not be visited in the home. A few of the older American-born girls do this work, but they are really forewomen.



IRONING.

Coloring Russia Finishing: The work done in this department is very similar to that done in the chrome finishing room. It takes its name from the peculiar coloring and finish given to the skins. The one distinctive feature is a process called unhairing. Men attend to the processes which take off all the coarser hair of the hides. But girls operate the machines which take off, for this particular finish of leather, the finer and more imperceptible hairs. They sit at a long table, each operator having her own pile of skins. Before each girl there is suspended a small pumice stone wheel, which she presses down upon the skin. The wheel, by its rapid revolutions, rubs off all the finer hairs. The work demands the closest attention. The eyes must be kept constantly upon the skin in order to detect any hairs which the wheel may not have worn off. And the wheel must not be pressed too hard or the skin will be injured. When the writer studied this department few of the girls could speak English or German. Two interpreters were needed, one of whom understood the Slavic and Bohemian tongues.

Ironing: Certain kinds of skins receive their final finish by a process of ironing, oiling and sponging. Each woman has a large stationary table with a marble top, and a small, two burner gas stove on which the irons are heated. The skins are brought to her by men thus relieving her of the heavier lifting. However, the girls who do the oiling and finishing throw the finished skins over beams where they are to hang until dry. As no thrifty housewife would think of sitting down to do her ironing, so here the girls stand for the entire ten hours of work. Standing enables them to get a reach, and purchase on the irons which makes the work go much faster. This work room is crowded and becomes exceedingly hot. In the summer the girls wear the least possible clothes while at work and even then some are not able to stand the heat. Since there are no machines to set the pace the work is taken more leisurely than in some other departments. The girls must, however, keep up with the work as it is turned in to be finished. Any girl who regularly failed to get out the customary number of skins, is necessarily dismissed. The girls in this department are older, better paid and have

stayed in the industry longer than the girls in any other department. A few foreign-born girls are being employed for this work. Recently this department has been moved into larger quarters, but unfortunately the workroom is now still nearer to the nauseating smells, and the surroundings are most disagreeable.

Store and Sorting: Men and women work together in this department. Most of the girls are young and earn low wages. They run the adding machines, and assist in checking and measuring the leather. They "lay off" the skins for the men bundlers—that is, they count out and lay together twelve skins which are afterwards tied together by the men. Most of the sorting here is done by the men. Women in other departments are called sorters although their work consists rather in a grading of the skins according to the size and weight. A sorter examines closely each piece to determine into which class the finished product shall go. This workroom is more pleasant than the others, there being less noise, and dirt, and fewer nauseating smells. The speed is only that demanded to keep up with the work finished by the other departments. Few foreign-born girls work here.

(2) Segregation.

With the exception of one department no attempt at segregation is made. Even in those rooms where the majority of the workers are girls, there is always a mingling of men employes and there are no restrictions on going back and forth through the different workrooms and connecting halls; no rules as to where or how the noon hour shall be spent. Or, at least, if rules did exist they were not enforced by the superintendents. This crowding together of the young people of other sexes is a prolific source of moral delinquency.

In some establishments, as in one foundry in Milwaukee, the men and women come and go at different hours. The women are dismissed ten minutes earlier at night and come ten minutes later in the morning. Other establishments have entrances for the women entirely separate from those for the men. These are

wise precautions which might well be followed in all industries where both sexes are employed. In the tannery the men and women come and go at the same time and entrances are the same for both sexes. In one department only does the superintendent require the men employes to stay out of the girls' workroom. And this department was noticeable for good work, high wages, and general business-like atmosphere.

The Noon Hour: No place is provided where the girls may be alone and eat their lunch in comfort. The small dressing rooms accommodate a few, but most of the girls sit around anywhere, on piles of skins or at their regular work tables. Only the girls in the ironing room can have anything hot to eat or drink. They use their little gas stoves for making tea or coffee, and often they cook eggs or easily prepared meats. The girls of the other departments have no means of heating anything.

The effects of a cold and unappetizing meal, hurriedly eaten, are extremely bad. A hot cup of tea or coffee, and a decent place to take a rest at noon would not only be of great benefit to the health of the girls, but it would pay the employer in increased and more efficient service. Many firms have recognized this and have provided lunch rooms to be used by the girls. In cases where they do not provide coffee or tea, they often at least furnish a stove where the girls can prepare their own tea or coffee. Often, too, an additional room, equipped with cots and lounges, is provided where the girls may go at the noon hour for rest, or relief if they are ill during working hours. A dining room and a place for rest and relaxation is already provided for the superintendents, managers and clerical force of the tannery. These conveniences for the worker sseem even more necessary in an industry where the ordinary surroundings are as disagreeable as they are in tanneries.

Dressing and Toilet Rooms: The toilet room is a sub-division of the dressing room. It is entered through the dressing room which, in turn, open into the main workrooms. Both dressing rooms and toilets are small, badly kept and entirely inadequate to the needs and number of employes. Most of the girls change their street clothes before beginning work. Other-

wise the dirt and odors which cling to their clothing make them objectionable on the cars and at home. Insufficient space is provided for this change of clothing. Another evil is the use of the same toilet rooms by both sexes. The toilet and dressing rooms that the girls use in the daytime are used by the men who work at night.

Some of the factories in Milwaukee provide very good toilet facilities. Others are worse than conditions described above. The spirit of the law on toilet and dressing rooms intends privacy in these matters. And when a manager simply divides one large room into two small ones, as is done in some establishments in Milwaukee, the one, to be sure, being for men, and the other for women, but compelling both sexes to congregate on the outside, he is obeying the barest letter of the law while totally ignoring its spirit. In this same class is the manager who builds a small closet opening directly into a large room when both men and women are at work. When women must work in industries where conditions are inherently bad every effort should be made to eliminate as many of the disagreeable conditions as possible. The writer is glad to add that since this investigation was completed conditions in the tannery respecting dressing rooms and toilets, have been improved. Stricter regulations concerning the separation of the sexes have also been made.

3. Wages.

(1) Statistical Study of Wages by Departments.

From the social point of view the important consideration in a question of wages, is not the rate of weekly pay but the yearly income of the worker. An accurate study based on yearly incomes, must include unemployment and irregularity of employment. It must also include a sufficient period of normal working time so that the results will be typical of all workers in the industry. For the purposes of this investigation the payroll was copied for the last six months of 1903 and for the first six months of 1904 and of 1906. Since there are no marked seasons in this

industry the average weekly wages based on the six months periods are typical of the earnings for the entire year.

Another point to be considered in an accurate study of yearly incomes is the number of workers whose wages are taken. This must be large enough to be typical of all workers in the industry. The names of 575 girls appeared on the pay-roll for the periods covered. Many of these stayed only for a short time. But there were over 200 girls who remained at work continuously for periods of six months. They were found in all departments and hence their wages can be considered typical of what girls earn who stay in the industry for a half year or more. We have then a base sufficiently large to give the yearly incomes of the regular women workers.

For the more transient workers a separate computation is made on the basis of those who remained for only three and four months. This latter computation is more typical for factory workers in general since the great majority of girls constantly go from one place to another, thereby greatly reducing their incomes. This combination of the two gives the more accurate idea of the earnings of average women workers.

Many girls enter the tannery, work for a short time, leave for two or three months, or longer, and finally drift back. In figuring wages, this class of girls was not counted, since during the time absent they may have been earning elsewhere. But those were counted who, during the six months, lost only four or five weeks, since that absence from work was doubtless due to illness, being needed at home, or to the many causes which may arise, to keep the girl from factory work. During such period the income of the girl stops and her yearly earnings are thereby cut down. Such periods then must be considered in figuring yearly incomes.

It is the intention of the employers in the larger tannery that the girls shall earn eight or nine dollars per week. And a recent rule was put in force requiring an output which will bring $1.40 per day, or $8.40 per week. But less than one-fifth of the girls average this amount, for only on busy days do wages go up to $1.25 and $1.50. By examining the printed extract of the pay-

roll, found in the appendix, it will be seen that weekly wages vary from $3.00 and $4.00 to $10.00 and $11.00, that the average weekly wages varies from $4.50 for the poorer and more irregular workers, to $8.00 for the better and steadier workers. An examination of average weekly wages for each department follows.

Chrome Finising (glazing, seasoning and trimming): About 80% of all the girls were found in this department. Practically all of the work is paid by the piece. A great deal of transiency occurs, yet there is a group of workers who have remained for several years. The girls in this group, taken together, have worked for one hundred and twelve six month periods. Taking the earnings for this one hundred and twelve periods of continuous work we find the following gradations of wages:

15% averaged under $5.00 per week.
66% averaged $5.00 but under $8.00 per week.
19% averaged $8.00 but under $10.00 per week.

Two-thirds of the girls in this department thus average between $5.00 and $8.00 per week. If we add to this group the twenty-one who worked continually for five months, we get a total of one hundred and thirty-three. On this new basis we find that 68% averaged between $5.00 and $8.00 per week. This simply re-enforces the results of the first computation, namely, that over two-thirds of the girls in this department have a yearly income of $5.00 to $8.00 per week. In this department, the seasoners make up the highest paid group. They are paid by the piece and earn from $7.00 to $10.00 per week; the average workers making about $7.50 and $8.00 per week. Each seasoner has a helper who "takes off" the skins. This helper is paid by the day and earns from $4.50 to $5.00 per week. Glazers are the next best paid group. They run the glazing machines, are paid by the piece and average from $6.00 to $7.50 per week. Two or three special glazers are paid by the day, receiving $9.00 and $10.00 per week. Trimmers earn the lowest wages in this group. They seldom get above $6.00 a week and the majority make less. All in this department frequently have weeks during which wages fall below $5.00.

Store and Sorting: Work in the store and sorting room is paid entirely by the hour. This is the second largest department and most of the younger girls earning low wages are found here. The work is more regular and not so much affected by rush seasons; although they must keep up with the work turned out in other departments, and often work overtime. Rates of wages range from 5 cents to 12 cents per hour, or from $3.00 to $7.00 per week. Of thirty-six girls who worked continuously for six months, 53% averaged under $5.00 per week, and 47% averaged $5.00, but under $8.00 per week. Of this 47%, practically all got $5.00 and $6.00 per week. A total of seventy-six girls were employed the first six months of 1906. Only one of these averaged $7.00 per week, two averaged $6.50; two, $6.00; and the remaining seventy-one averaged less than $6.00 per week. Rates are advanced as the girls become more accustomed to the work. One girl, a steady worker, began in February, 1904, at $4.00 per week. In January, 1906, two years later, she was raised to $5.00 per week; and to $6.00 in June of the same year. In the winter of 1908, she was earning $7.00 per week. Thus in four years her wages increased from $4.00 to $7.00. She is now twenty-three years old. Other girls can furnish similar records.

Ironing: The oldest and highest paid girls are found in this department. With minor exceptions the work is all paid by the piece, at the rate of 53 cents per hundred for the larger skins. The girls earn, usually, $1.25 to $1.50 per day, and turn out about 300 skins. There were thirty-six girls who worked for a period of six months. Of these,

38% averaged $5.00, but under $8.00 per week,
56% averaged $8.00, but under $10.00 per week,
6% averaged $10.00, but under $12.00 per week.

None received under $5.00, and in this department alone did any average over $10.00 per week. Of the two girls who averaged over $10.00, one is a forewoman, who has been in the tannery for nearly fifteen years.

Coloring and Russia Finishing: This is one of the smaller departments, and many girls who do not speak English are em-

ployed here. These girls operate the unhairing machines and receive usually $5.00 per week. A few of the older girls who do the more particular work make $6.00 and $7.50. The forewoman is paid by the day, receiving in June, 1906, $1.50 a day or $9.00 per week. Of thirty-one persons who worked for six months continuously,

36% averaged under $5.00 per week,
61% averaged $5.00, but under $8.00 per week,
3% averaged $8.00, but under $10.00 per week.

SUMMARY FOR THE ENTIRE INDUSTRY.

TABLE I.—*Classified weekly wages of women based on the average wages for 215 six months' periods.*

Department.	Under $5.00.	$5.00, but under $8.00.	$8.00, but under $10.00.	$10.00 and over.	Total per cent.
	Per cent.	Per cent.	Per cent.	Per cent.	
Store and sorting (36)	53	47	.....	.....	100
Coloring and Russia finishing (31)	36	61	3	.....	100
Chrome finishing (112)	15	66	19	.....	100
Ironing (36)	.....	38	56	6	100
All departments (215)	22	58	18	2	100

Analyzing the 58% that averaged between $5.00 and $8.00 per week, we find that,

57% averaged $5.00, but under $6.50 per week,
43% averaged $6.50, but under $8.00 per week.

The largest group of workers then received an average weekly wage of $5.00 to $6.50.

For the ninety-four who worked three and four months, we get the following:

63% averaged under $5.00 per week,
37% averaged $5.00, but under $8.00 per week.

None of these earned more than $8.00 per week. If we average with these ninety-four, the two hundred and fifteen who worked for six months, we get the following:

35% averaged under $5.00 per week,
51% averaged $5.00, but under $8.00 per week,
13% averaged $8.00, but under $10.00 per week,
1% averaged $10.00 or more.

This last total is more typical for the industry in general, since large numbers stay only three and four months. Those who remain a year or longer, become the best workers and percentage based upon their earnings are not fair representations for all of the women. Such results show rather what is possible to attain in the industry. All results reinforce the fact that for the entire industry about half the workers averaged from $5.00 to $7.00 per week; and that the larger part of the remaining number get below $5.00 per week.

(2) Displacement.

In studying the wages of women where they are employed at work formerly done by men, a very vital question arises. Is one woman doing the same work previously done by one man, and if so is she getting equal pay for equal work? The work done in making leather varies so much in kind, quality and size, and the changes in finish are so many, that only an approximate comparison can be made. There will be some slight difference in the kind or quality of the work; in the weight to be handled; in the machine to be operated; or in the incidentals of the trade, as, in fixing a machine which is out of repair, in carrying the heavy skins from one place to another, or in hanging up the finished leather. While all of these incidental differences make an exact comparison very difficult, it cannot account for the entire difference in wages.

In some kinds of work we can examine more in detail the wages and output of the women as compared with the wages and output of men who formerly did the same work. It must be remembered that according to the Bulletin of the United States Bureau of Labor for July, 1908, general wages during the period covered by this investigation increased more than 10%; and at equal pay for equal work, women should receive more now than men received for the same work four or five years ago.

Sorting: The work done by the girls in the store and sorting room was formerly done by boys and young men who received practically the same wage that is now paid to girls. The work is light and simple, and has always been paid by day rates.

One operation in this department consists in measuring the skins by passing them through a complicated machine which registers the entire area of the skin. This work is not difficult, but requires some little strength and judgment in stretching the leather as it runs through the machine. For a while the work was done by a girl who was paid $7.00 per week. At one of the smaller tanneries a girl has done this work for three years and is now receiving $7.50 per week. When the work is done by men, as it is in another of the smaller tanneries, and sometimes in the larger tanneries, they receive $9.00 and $10.00 per week. In this work the sizes and weights of the skins handled are, in almost all instances, the same for both men and women.

Grain Leather and Dongola Finishing—Ironing: The principal work of this department consists of ironing the skins, and putting on the final oil finish. This work is all done by hand, and in the larger tannery the work is done entirely by women. They are paid by the piece, receiving 53 cents per hundred for the larger skins, and earn usually $1.50 a day, turning out about 300 skins. When men did this work eight or ten years ago, they received $9.00 per week, and an old employee states that they turned out 200 of the larger skins, or 240 of the smaller sizes. Thus within ten years the work now done by the women is half as much more than that done by the men, and wages have remained about the same for the best workers, and fallen for the average workers. In the smaller tanneries this work is done by men. In one, the men are paid one cent a piece for the larger skins and turn out about three hundred—the same number that the girls finish. But the men are paid almost twice as much. In another small tannery the men are supposed to turn out 210 skins a day and receive $10.00 per week.

Finishing: Girls who put on the oil finish earn from $7.00 to $8.00 per week and occasionally $9.00. They finish about 300 skins a day. When this work was done by men, they were paid $9.00 per week. An old employee states that two men together were expected to finish 200 of the large skins per day and one man 300 of the smaller. In the smaller tanneries no girls are employed at this work. The men in the smaller tan-

neries are paid $10.00 per week for day work. Or, if working by the piece, they make about $13.00 a week for oiling 400 to 450 sides per day, or for finishing 350 to 400 sides per day.

Staking: Staking as a process is much like glazing. The machines used in the two processes are similar and are operated in much the same way. The operator stands before the staking machine with arms extended, stretching the skin upon the table in such a way that it receives the long gliding blows from the massive machine arm. The blows, to be effective, must fall upon a skin held firmly in place at the front of the table as well as at both sides. When men operate these machines, they provide the third point of tension by pressing their bodies against the skin where it hangs over the front of the table. But the machines for women operators are provided with a clamp attachment which grasps the skin and holds it tight at each blow of the arm. With this exception the work of men and women is the same. But wages differ greatly.

Eight or ten years ago staking was always done by men and paid by the day. They received $9.00 per week and turned out 200 to 250 skins per day. This work is now frequently done by girls. They are paid by the piece, making from $6.00 to $7.00 per week and turning out from 300 to 400 skins a day. In the smaller tanneries the work is done by the men who receive $10.00 or $12.00 per week if they turn out 400 sides. The piece rates for the girls averages 30 cents per hundred for skins staked one way, or sixty cents per hundred staked both ways. The men receive seventy-five cents per hundred for staking both ways. Thus if a girl turns out 200 skins in a day, staked both ways, she gets $1.20;—a man receives for the same work $1.50.

Glazing: TABLE II.—*A partial record for ten years of rates, wages, and output in glazing based on larger sizes.*

YEARS.	Sex of worker.	RATES PER 100.			WAGES.	Output per day.
		Sides.	Kip.	Calf.	Weekly average.	
About 1898.....	Male....	Day	Work.	.....	$9 00	250-300
Jan. 1903.....	Male....	$.40	$.50	$.30	11 00	400-450
May, 1903.....	Male....	65	70	50	Strike	period.
July, 1903.....	Female.	40	40	30	5 75-6 00	250-300
Feb. 1904.....	Female.	45	60	40	6 00-7 00	210-275
1905—06.....	Female.	45	60	40	.....	.....
Aug. 1907.....	Female.	65	Large 70 Small 60	Large 50 Small 40	6 50-7 75	200-225
Feb. 1908.....	Female.	65	Large 70 Small 60	Large 50 Small 40	6 50-8 00	225-250

Table II gives a partial history of rates, wages and output since 1898. About ten years ago glazing was done by men and paid by the day. The men received $9.00 per week and turned out between 200 and 300 of the larger kinds of skins. The superintendent was not satisfied with this amount of work and men were consequently put on piece rates to see how much they would turn out under this stimulus. The result was that output greatly increased,—nearly doubling. Wages increased but they did not go up in proportion to the increase in output. Coming down to 1903, the period at the beginning of this study, we find the men were still paid by the piece. For the two weeks preceding the pay day of January 9th, 1903, the average piece rate wage for twenty men glazers was $15.49 for 83 hours work, or $1.86 per day. They turned out from 400 to 450 of the larger skins. The output was nearly doubled, but wages did not increase one-third. May and June, 1903, was the period during which the strike occurred. Rates of wages were greatly increased, but earnings and output were very irregular. By July, 1903, between fifty and seventy-five girls were employed. The rates paid them were the same as were formerly paid the men, except for one or two sizes, where the rates were lower for the women. At this time the girls did only the finer glazing which took much longer, hence they could not turn out as much as the men, and wages fell although rates were the same for most of the

work. Compared with conditions five years earlier when the work was done by men, we find the women turning out the same amount as the men did then, but receiving about one-third less in pay. And during this period general wages were supposed to be raising, as noted above. From 1903 on, the rates paid to the women have steadily increased although the wages earned even by the best workers have not increased proportionately. Men in some of the smaller tanneries are paid by the day, receiving $8.00 and $9.00 per week. The best women workers here average $7.00 and $7.50. The majority average around $6.50 per week.

The improved methods of glazing which are constantly being introduced, now make it necessary for a woman to work over each skin a much longer time than formerly. This reduces her output and hence her wages. In the summer of 1907, a new stroke was introduced to improve the appearance of the skins. This new stroke was much narrower than that formerly used and required more time and care. For a few weeks the girls had great difficulty in adopting it. Often half and two-thirds of their work would be returned to be done over at their own expense. Wages fell to a mere pittance. Finally the women refused to work at all, and struck for an increase of rates. This was granted them on two of the larger sizes. Even then the girls complained that they could not earn as much as formerly, because of the longer time required in finishing each skin.

The wages given in Table II show a slight rise from 1903 to 1907. This is true for the older girls who have been at work in the tannery for two or three years. Many girls in this department, however, still do not average more than $5.75 or $6.00 per week, the same amount earned four years ago, in 1903.

An exact measure of displacement requires great care. If the kind of work done is complex, the problem becomes exceptionally difficult. This study reveals three facts: (1) Women almost universally work at piece rates where men would demand day rates. (2) Women displace men, either at the same wage with a greater output, as in ironing; or at a lower rate with the same output as at the staking and the measuring machines. (3)

Sometimes they displace men at the same work and the same pay. Women with their adaptability and their lack of responsibility, making them indifferent to disadvantageous situations, their lack of the cooperative spirit, enabling a superintendent to use them more easily to his own advantage, their general ignorance and lack of co-ordination with industrial processes, become an easy prey to conditions in competitive industry.

(3) The Piece Work System.

When women were first brought into the tannery, and until they became familiar with the work, they were paid by the hour. In one department, Store and Sorting, they have remained on hour rates. Gradually, however, as the girls became more accustomed to the work, and their output became greater and more easily measured, piece rates were substituted. About eighty per cent are now working under this system. Practically all of the remaining twenty per cent are employed in the store and sorting department.

Organized workmen usually object to the piece work system. It so frequently leads to "speeding up." And the rate per piece is often cut down until only the fastest workmen are able to secure anything like a living wage. Those less skilled and less dexterous are thus made to suffer from the ambition or greed of a few involuntary pace makers who work themselves out in a short time for the sake of temporarily earning higher wages. Such men are usually young, foreign-born and with no clear conception of the personal results of such intense application. They have not learned how necessary it is to conserve strength for later years. They do not realize how early under conditions in this country, a workman is likely to be "laid on the shelf."

A few women make serious objection to the piece work system. They complain of receiving a smaller number of those skins for which a high piece rate is paid; of getting "cut on the larger stock"—that is cut on those skins which they get the most of; and at having work returned to be done over at their own expense; as, in the summer of 1907, when a new method of finish-

ing the skins was introduced requiring a longer time on each skin. Practically the entire expense of the introduction of the new method was placed upon the girl. Naturally, they rebelled and were successful in their rebellion. The girls have complained too of being cut when they began to earn high wages. This was substantiated by a superintendent who remarked: "Oh, if they get to earning too much they know what they will get," contending that a general level of wages must be maintained. This would mean, then, that the average worker practically determined the amount one could earn, and any exertion beyond this only reacted upon all in a general cut of the piece rate. Employers quite generally admit this situation. Men meet it by organization and by attempting to regulate their employment by agreements with the employer.

But, paradoxical as it may seem, stimulation to greater speed is frequently furnished in the opposite way. Another superintendent insisted that cutting the rate was the surest way to get more work done. He argued that when workers find their wages decreasing from a customary sum they naturally try to get back to the old standard by extra work. Thus they are caught between the upper and the nether millstones. The possibility of a cut is ever-present. If they work unusually hard and earn higher wages they face a cut in rates. If they do not turn out enough work to satisfy the superintendent, a cut is made anyhow to spur them on to higher exertions. They are annoyed and bewildered and uncommonly helpless. Men, under such circumstances, grow angry and restless. They organize and attempt through their unions to control in some degree the conditions under which they sell their labor. In Milwaukee, too, many of these discontented workmen seek relief and affiliation with the Social Democrats, and become most active propagandists of the Socialist faith.

However, even the women have a standard of wages, although it is lower than that of men. The most powerful factor in determining women's wages is the customary wage. Piece rates, even, do not long stay above or below what will bring the established wage. But women workers in the tanneries, like their sisters elsewhere, with but few exceptions, have not yet proved

themselves able to deal easily with unfavorable conditions long shaped and controlled by men. The women in the industry are still children of the "new order." They lack much of the masculine feeling of responsibility, and the impetus which comes with it. They are not work-conscious. Possibly this is due to the abiding hope of marriage, but more probably to peculiar economic traditions and conditions which have shaped woman's development down through the ages. Certainly it is true that women have not the co-operative faculty of men. By nature or by training they do not enter into team work as readily as men do. Professor Otis Mason in his Woman's Share in Primitive Culture, tells us that "even as beasts of burden they seldom worked in pairs." Their attitude toward the industrial situation has not yet passed them out of this strongly individualistic stage.

4. Hours of Labor.

(1) *Length of Work Day:* In the tanneries as in most Milwaukee industries ten hours constitutes a day's work. Work begins at seven in the morning and stops at six at night, with one hour for lunch at noon. If the employes prefer to take only half an hour at noon, they may get away at half past five in the afternoon. Ten or fifteen minutes is usually taken out of the middle of the forenoon at half past nine, for a brief rest and a light lunch. And it is needed. Most of the girls eat very little for breakfast, and after the long walk to the factory and two and one-half hours of hard work, they feel the need of refreshments. A large number of girls live long distances from the tannery and in order to reach their work by seven in the morning must rise early, usually at five or before. Very many of them leave home at six; though some do not start until half an hour later. Most of the girls walk to the factory though it be two miles or more; and back again at night. When the weather is very bad they sometimes ride. Almost universally they say they prefer walking on account of the fresh air. But an examination of their weekly earnings suggests that perhaps they feel they cannot afford to ride. The beneficial effects of long walks after ten hours

of fatiguing work at which they stand all day, may be questioned.

(2) *Irregularity of Employment, and Transiency.* Irregularity of employment may be due to several causes. The industry may be a seasonal one offering work for only part of the year; the worker on account of peculiarities of personal temperament may like frequent change; or sensitiveness to unfavorable environment may force the worker to quit the job.

The tannery, as an industrial establishment, offers fairly steady employment. But irregularity is one of the hardest trials of the employer. In this industry, irregularity takes the form of transiency and is due to the disagreeable nature of the work. The evil smells turn many away after a trial of but a few days. This is true of both men and women. But the younger women especially go here and there from one plant to another in search of more pleasant surroundings. They do not realize the loss to themselves in both money and efficiency. Almost every industry, however, where women work in factories suffers from the same transiency. Only among organized workers is this shifting about gradually reduced to a minimum. In the tannery, women are not organized, and the transiency is very great. From June, 1903, the month when girls were first employed in any considerable numbers, until June, 1906, which marks the close of the record part of this investigation, 575 girls passed through this one establishment. At the end of this three year period only twenty-three, or exactly four per cent of this total number remained who had commenced work in this tannery between June and December of the first year. At the end of June, 1904, but one year after the opening of the factory to women, only 50 of those who had begun work during the first six months remained out of 299 enrolled. Only six per cent remained two and one-half years; and four per cent during three years. Out of 322 enrolled during the six months from January to June, 1906, twenty-three per cent of that number began and quit work before the end of June. Of those who were already enrolled on January 1st, twenty per cent left before the end of June. Thus about one-half of the entire number en-

rolled at any time during the last six months left before the end of the period.

In the next chapter the effects of this transiency will be discussed more fully in connection with the personal history of the girls who work in the tannery.

A. *Overtime:* In the tanneries as in other industries, overtime work occurs during the rush seasons. These periods in the tanneries are usually short and occur whenever any one department becomes over-stocked. Tanning is not generally called a seasonal industry, although spring and fall are likely to be a little busier than winter and summer. During these temporary rush periods, two or sometimes three extra hours of service are required of the girls. Sometimes work is continued on Sunday mornings and on the mornings of the holidays.*

The girls do not have time to go home for supper, except the very few who live near. If they know before leaving home in the morning that overtime is to be required, they bring an extra large lunch. If they do not know in advance, they usually "piece out" with the noon lunch or go to some neighborhood saloon or bakery and buy something.

Overtime does not always appear in the records. It is seen only when the total number of hours worked exceeds the normal number of working hours. In the half-month preceding the pay-day of January 31, 1906, there were fourteen working days, making the working hours for the period, 140. A girl may have worked two hours overtime every day during the first seven days, and two hours undertime during the second seven days. Her total number of hours would be 140,—the regular working time for the whole period.

Looking over the records for January 31, 1906, only one department shows any great amount of overtime. But the exception in the case of this department is significant. In the store and sorting rooms, employees are paid by the hour. The character of the work prohibits any great degree of speeding up. But since this department receives the work after it has passed

* Extra pay is not allowed for this overtime. The usual weekly piece rates prevail.

through the other departments, the question naturally rises as to whether overtime has not occurred in the other departments as well.

For the twenty-three overtime workers in this one department, the average was 146 hours for the fourteen working days, or six hours extra in two weeks. Three of these twenty-three girls worked 152 hours each, making an average of a little less than eleven hours per day. Until the last of April there was a great deal of undertime. But for the two weeks preceding the pay day of April 30th, 1906, twenty-one out of twenty-five girls worked overtime. The normal working time was twelve days or 120 hours. The average number of hours for the twenty-one girls was 131 for the twelve days. This makes eleven hours overtime for the period, or one hour a day extra for eleven out of the twelve days. Seven of the girls worked more than one hour per day overtime, and two averaged one and one-half hours overtime for twelve days. These statements give only the average daily overtime for periods of two weeks. As a matter of fact, the girls frequently work two and three hours overtime. Just recently twelve girls in one department have worked eleven hours per day for three months.

The bad effect of overtime work on wages intensified by the piece rate system, can be illustrated by the records of the girls.

TABLE III.—*Hours, wages, and rate per hour based on piece work wages for the girls.—Showing the effect of overtime on earnings.*

Date.	A.			B.			C.		
	Hours worked.	Wages earned (2 weeks).	Rate per hour.	Hours worked.	Wages earned (2 weeks).	Rate per hour.	Hours worked.	Wages earned (2 weeks).	Rate per hour.
1906.									
January 15	120	$22 50	$ 187	120	$24 14	$.20	120	$18 65	$.155
January 31	129	18 50	.14	60	6 05	.10	133	19 33	.145
March 31	132	20 67	.157	140	19 63	.14	134	14 65	.107
May 15	133	17 02	.128	133	11 79	.08	130	18 25	.14

The earnings of A, as shown in Table III, under the piece rate system, ranged from 12.8 to 18.7 cents per hour; B ranged from 8.4 to 20 cents per hour; while C's hourly earnings ranged

from 10.7 to 15.5 cents. In each case the highest wages per hour were received on those days when fewer hours were spent at work. Similar variations exist in the earnings of many others. But when the attention of one of the girls who had worked in the tannery for more than four years was called to this apparent anomaly in her own earnings, she was unable to explain it. Her mother said: "I have often noticed that the longer she works the less she gets." After some further thought the girl finally concluded that her exceptionally low earnings were probably occasioned by work upon a class of skins for which a lower rate was received. Of course it might be possible that she worked with less vim or intensity on those particular days. Or it might easily have been due to the effect of overtime as expressed by a London forewoman: "when overtime is worked the piece workers do not make more, as a rule,for they get so tired that if they stay late one night they work less the next day." There is ample evidence to show that when overtime is worked for several weeks under the piece rate system, earnings inevitably tend to fall to about the same amount received for regular hours of labor. In the long run, therefore, overtime work brings them no extra reward under the piece rate system. It brings them instead, lowered forces of vital energy.

B. *Undertime:* Except from the standpoint of health, undertime is as great an evil as overtime. It is the great factor in reducing wages. During the thirteen days ending February 15, 1906, there was no overtime. Out of sixty-eight women on day rates, only sixteen worked full time. Twenty-six lost less than one day; eighteen lost more than one day, but less than two;—and six lost three days or more. The total number of hours worked by the sixty-eight girls, was 6,056. If each girl had worked her full time, that is, 130 hours, it would have required only sixty-three girls to furnish the same output, and they would have received a full week's pay. With the prevailing conditions of undertime, the average work time for each of the sixty-eight girls was only 119 hours instead of 130. This represents a serious loss to the women.

During the ten working days ending February 28th, sixty-six girls were employed, but only seventeen were on full time. The

total number of hours worked, was 5,910. If each girl had been able to work full time, it would have required only fifty-nine girls to furnish the same output, and each would have earned her full-week's wages. The average number of hours for each girl was eighty-eight instead of one hundred.

These illustrations are sufficient to indicate the importance of considering irregularity of employment, overtime and undertime, in any study of wages. It affects the wages, habits and morals of employes more than any other factor in the industry. Certainty of an occupation, and regularity of work, are practically essential to the welfare and happiness of those who earn their living day by day.

5. Health.

The effect of factory work upon the health of women and girls has been much written about. But no thorough investigation of the subject has been made. Foreign countries have made a few special studies which throw much light upon the question, and physicians have occasionally given opinions based on professional observation. In this country, Massachusetts, especially in earlier years, made some official inquiries and reports which give a great deal of valuable information. But special difficulties in the way of gathering conclusive evidence have discouraged many investigators.

In the tannery, so far as could be observed, no great amount of illness existed. To be sure, many complained that the work "makes us sick." Many had trouble with their eyes. Many declared they "couldn't eat." Some complained of injuries from over-lifting. Tuberculosis, too, was suspected in some cases, and confirmed in several. But the great harm to the health of women in such work is the general and almost imperceptible undermining of the reserve power of the individual.

Men who are on a salary, or who are independent, may work very long hours for many weeks, but to such there usually comes a time when they may take a rest without losing their income. This difference is too often ignored by well-to-do managers and superintendents who sometimes find great personal satisfaction

in making comparisons between their long day-and-night business vigils and the ten hour work day of their employes. The business manager may go to Europe for a month without losing his income. The salaried worker has his regular vacation. But if the wage-worker stops, the pay-check stops too. If a factory girl is extremely tired or is really ill in the morning, she goes to work just the same. She does a poor day's work and drags herself home still more worn and dejected. And this continues. Her nervous system and youthful bodily strength give way little by little until ability to resist disease practically disappears.

Of course a vigorous girl may go through her period of factory work until marriage, without apparent breakdown. And here lies the danger. The weakening forces do their work quietly. Except in a few occupations, the evil results of factory labor under the present system are not spectacular. In match factories where yellow phosphorus is still used, the teeth of the workers drop out. The bones of the face crumble away. But generally disease is more insiduous.

The effect upon the home and upon society of the woman who has been forced to run the gauntlet of industrial or occupational diseases, has never been measured. Her lack of knowledge of domestic affairs consequent upon her former enforced freedom from household cares, and her ingorance concerning the welfare of children, must necessarily make for domestic unhappiness, and for another race of children poorly prepared to meet the hardships of working class life.

Quoting from the British Parliamentary Papers (Vol. LV, 39) as early as 1873, we find: "Amongst the women factory operatives, much more than among the general population, derangements of the digestive organs are common, e. g., pyrosis, sickness, constipation, vertigo, and headache, generated by neglect of the calls of nature, through the early hours of work, the short intervals at meals, the eating and drinking of easily prepared foods, as bread, tea and coffee, and the neglect of meat and fresh cooked vegetables. Other derangements of a much worse character are present, e. g., leucorrhoea and too frequent and profuse menstruation. Cases also of displacement, flexions and ver-

sions of the uterus, arising from the constant standing and the increased heat and confinement of the mill."

This effect, with all that it means to society, has never been measured statistically, but it is recognized in a dozen different ways. It is recognized by our legislators and courts in the making and sustaining of laws governing the health and welfare of women and children. It is recognized in the enactment of eight and ten hour laws; in laws limiting the kinds of trades a woman may enter; in laws regulating the division of her working time; in laws demanding seats behind the counters in department stores; in provisions for separate and adequate toilet facilities; and in many other ways. All of these attempted regulations indicate how surely we are beginning to recognize the dangers to the health of working women, although we have not yet succeeded in measuring them.

In the tannery in Milwaukee conditions affecting health are certainly not above the average. Toilet rooms, for example, are entirely inadequate. The majority of the girls, too, are obliged to climb several flights of stairs in getting to their work. Many go to the fifth floor. Practically all of the girls stand at their work. No adequate places are provided in which the girls may eat their lunch in comfort. There are no arrangements for a hot drink with the lunch. For the average working girl breakfast is usually a cup of coffee with some bread, and this with a cold, often scanty lunch, is not sufficient to sustain bodily wants under the strain of factory life. The girls declare they are not hungry in the early morning. At noon, the attraction and relish which is such an important aid to digestion, is entirely lacking. During overtime work conditions are especially bad. A twelve hour day with a light breakfast, a long walk and a cold and insufficient lunch and supper, with intense work throughout the whole time, is not conducive to the physical well-being of a girl. Emergencies of this kind, leave a permanent impress upon the health of women.

At its best, factory work is hard, when everything is considered. The smaller conveniences which afford a slight relaxation should never be lacking. From the employer's point of

view, it would pay to provide for the women workers a liberal amount of comfort. The experience of several American establishments where the experiment has been tried, leaves no doubt on this point. But society, in self-defense, must insist upon protection for working girls.

CHAPTER III.

PERSONAL HISTORY.

This second part of the investigation, dealing more particularly with the personal history and home life of the women who work in the tannery, was made by evening visits to the homes of the women. Many physical difficulties were encountered at every turn. The homes for the most part are scattered here and there through the largest working class district of Milwaukee, a district that can boast of few well lighted streets and none that are well paved. Many of the women had moved recently and could not be found. Time would not always permit second trips to interview those who at the first call were not at home. Many girls who did not live at home had to be sought out in cheap boarding houses over saloons. However, one hundred and twenty-nine women were visited, and the tabulated results of this side of the investigation, will be found in the appendix. The greater number of these women live on the South Side, although some are scattered over the West Side, and a few live in the Polish settlement on the East Side. The majority of the girls not living at home were found in their boarding houses along Clinton and Reed streets, south of the river.

Nativity, Parentage, Age, and Education.

Table IV. Place of Birth.

(a) Of the 90 girls living at home, 64 were born in Milwaukee. The others were of scattered birthplace. (b) All of the girls not living at home were born abroad except eight. These eight were born in Wisconsin, half of them in Milwaukee. (c)

Of the married women, six were born abroad and four in the United States.

TABLE IV.—*Birth place of women workers.*

Place of birth.	A.	B.	C.
Austria	2	16	3
Bohemia	1	.....	.....
Germany	8	3	3
Illinois	2	.....	.....
Michigan	.....	.....	1
Pennsylvania	1	.....	1
Poland	4	1	.....
Wisconsin	8	4	.....
Milwaukee	64	4	2
Total	90	28	10

Table V. Parentage.

(a) Girls living at home. Out of 90 girls 44 were of Polish descent and 42 of German descent. (b) Of the twenty-eight girls not living at home all but seven were foreign born—sixteen of them coming from Austria. (c) The married women, with one exception, were of foreign descent.

TABLE V.—*Parentage.*

Birthplace of parents.	A.	B.	C.
America	1	7	1
Austria	1	16	3
Bohemia	2	.....	.....
Germany	42	4	6
Poland	44	1	.....
Total	90	28	10

Table VI. Length of Time in America and in Milwaukee for Girls Born Abroad.

Sixteen of the girls came directly to Milwaukee. Practically all of them had relatives or friends living here who wrote to them asking them to come. The others soon found their way to Milwaukee after being in the United States a short time—this also, usually at the suggestion of friends. The average time spent in the United States was a little over two years; the average time in Milwaukee was between eight and nine months. Twelve had been in Milwaukee and the United States one year or less.

TABLE VI.—*Length of time in America for foreign born girls.*

No. of girls.	Years in America.		Years in Milwaukee.	
	Years.	Months.	Years.	Months.
2	4	.....	4	.....
2	1	6	1	6
4	1	.....	1	.....
1	.....	8	.....	5
1	2	.....	2	.....
1	7	.....	2	.....
1	2	.....	1	.....
1	.....	9	.....	9
1	3	.....	1	.....
3	.....	8	.....	8
1	9	.....	6	.....
1	.....	3	.....	3
2	.....	10	.....	10
21	43	4	32	1
Average	2	—1	.....	8+

Table VII. Age.

It will be noted that the great majority of girls are between seventeen and twenty-two. The tannery does not employ boys or girls under sixteen years of age. The ages of the married women (c) varied greatly.

TABLE VII.—*Age of women workers.*

A.		B.		C.	
Age.	No.	Age.	No.	Age.	No.
16	5	16	.....	21	1
17	10	17	1	22	.....
18	24	18	6	23	.....
19	5	19	2	24	.....
20	13	20	4	25	.....
21	14	21	6	26	.....
22	8	22	3	27	2
23	7	23	3	28	1
24	1	24	1	29	.....
25	2	25	.....	30	1
28	1	26	.....	31	.....
29	.....	27	.....	32	1
30	.....	28	.....	33	.....
31	.....	29	.....	34	1
.....	.....	30	1	35	.....
.....	.....	31	1	36	.....
.....	.....	.....	.....	37	.....
.....	.....	.....	.....	38	.....
.....	.....	.....	.....	39	.....
.....	.....	.....	.....	40	1
.....	.....	.....	.....	41	1
.....	90	.....	28	.....	9

Table VIII. School Attended.

About two-thirds of the girls both living at home and boarding, attended the Catholic schools, either Polish or German. Over half attended the Polish Catholic schools. Girls born abroad in all cases attend the Catholic schools.

TABLE VIII.—*Schools attended.*

School.	A.	C.
Public	10	3
German Catholic	11	1
Polish Catholic	54	3
German Lutheran	12	1
Bohemian	2	
Total	89	8

Table IX. Age at Leaving Schools

(a) Age at leaving school and age at beginning work are, in practically all cases the same. A few months frequently intervene since in the Catholic schools a girl is confirmed usually at the age of 13 and then leaves school. She must wait legally until her 14th birthday before she can begin work. But if the child has found a good work place and lacks only a month or two of being 14 the certificate is occasionally granted without waiting until the 14th birthday. The law prohibiting children from work before 14 years of age was surprisingly well known even among the foreign-born. If it was stated at first that the girl began work at 13 years of age some one in the family would immediately correct the statement by remarking that the child was 14 years old when she began to work. The table shows that all but six left school at either 13 or 14—which means that they began work at that age.

TABLE IX.—*Age leaving school.*

Age.	A	B	C
7	.....	1	.....
8	.....	1	.....
9	.....	.....	.....
10	.....	.....	.....
11	.....	1	1
12	3	1	3
13	47	8	.....
14	35	10	3
15	3	.....	1
16	.....	1	.....
17	.....	1	.....
18	.....	.....	.....
Total	88	24	8

PREVIOUS EMPLOYMENT.

An interesting and important study throwing much light upon the earlier history of the girls who work in the tannery may be drawn from the record of their previous employment.

Below is given the principal industries of Milwaukee in which the tannery girls engaged; the average, highest and lowest wages received from the industry; and the average length of time in the industry. The twelve principal industries are: hammocks and fly-nets; tobacco and cigars; candy; sewing trades; knitting; bag; enameling; box; brewery; boots and shoes; department stores; and housework. Twelve minor industries in which only a few girls worked are: fur; soap; lye; covering pipes; distilling; foundry; chair; bindery; trunks; hats; bakery; and paints. In some of these latter industries many girls were employed in hat making and book binding but they did not happen to belong to any extent to the class of girls found in the first twelve industries. If a girl leaves a factory and later returns this is counted as a new entrance since the problem is to determine to which industries the girls most often turn—and also which industries have the greatest number of changes—taking on and laying off help. Hence the number of 52 in the knitting mills means that there were 52 entrances at different periods by these 90 girls. The enameling works comes next with 32; candy making with 26; and housework with 25. The wages in some

instances seem unbelievably low. However in all cases the different statements agree and this uniformity establishes a degree of certainty that can scarcely be questioned. It does not mean that a firm did not pay higher wages, but does mean that conditions were such that it was all the average girl was able to earn—which is after all the thing about which society is concerned.

Bag Factories: Eight girls entered here. Wages ranged from $2.50 to $4.00 per week. Three remained two years earning $5.00 and $6.00 per week. The other five averaged a little over 6 months with wages from $3.00 to $5.00 per week.

Box Factories: Only eight girls entered here. Their wages at entering ranged from $2.50 to $4.00 per week. In two cases, after remaining four and one half years, wages went up to $6.00 per week. With the exception of the above two instances, the average length of time spent in the box factories was seven months.

Boots and Shoes: Only five girls engaged in this industry. Wages ranged from $3.50 to $5.00 and the average time worked was seven months. This cannot be taken as typical of the industry except for the younger and more transient class of girls. The boot and shoe industry claims many older workers who remain several years and who receive good wages.

Brewery: Ten girls entered the breweries. Work was paid by the hour. Girls got $3.00 and $3.50 per week, women receive an average rate of $5.20, and in rush seasons wages in both cases rose, owing to the amount of overtime work.

Candy Making: Candy making is one of the largest industries in Milwaukee. Twenty-six of the girls visited reported on this industry. Three reported that they earned at first only $1.50 and $1.75 per week. The average rate for beginners was $2.50. The highest wages for these twenty-six girls is almost uniformly $3.00 and $3.50 per week. Of four girls who had been there two years, one earned $3.00, one $3.50, one $4.00 and one $5.00. Another girl who had been there three years earned only $3.75 per week. Aside from the two mentioned as earning $4.00 and $5.00 per week, none of the 26 earned more than $3.75. With the exception of these five already noted, the aver-

age length of time spent in the candy factories was eleven months and a few days. Very many, however, remained only one or two months. This industry employs a great many young girls and labor is more transient probably than in any other industry. Personal quarrels, personal likes and dislikes determine very largely whether or not a girl will remain, or leave to be with more congenial companions.

Department Stores: Five of the girls had worked in department stores. Three began at $1.50 and $2.00 per week, working only two or four months. This entrance wage is lower than the present wage paid to beginners. One who worked one year was receiving $3.50 per week when she left. Another older girl worked two years and was receiving $6.00 per week when she left.

Enameling: The enameling and tin-ware industry employs a great many girls. Thirty-two of 120 tannery girls visited, had worked there. They began on $3.00 and $3.50 per week. Many who stayed only two or four months did not get more than that wage. One girl who had been there five years was earning only $6.00 per week when she left. One who had been there four years never received over $4.00 per week. Five at the last were receiving $5.00 per week. All the others ranged around $3.75, $4.00, and $4.50 per week. Sixteen had remained one year or more and the average rate for these was $4.20 per week. The others averaged a little less than five months each, earning as stated above, from $3.75 to $4.50. The conditions of employment in enameling are not the best. Toilet facilities are exceedingly bad; no attempt at segregation is made and there is no decent place in which lunch may be eaten.

Hammocks and Fly Nets: Sixteen girls had worked in this industry. Two who had worked for three years were earning $5.00 per week at the end of that time. One who had worked for five years was earning $6.00 per week. Those who worked only three or four months were earning from $2.50 to $3.00 per week. The average time for all, except the five who remained a year or more, was four months.

Housework: Records concerning housework are not to be taken as typical of the conditions of domestic service. Most of

the girls who did housework were employed in the family of some relative; often that of a married sister, who needed help during the day and permitted the girl to go home at night. The girls were usually too young or for some other reason unable to work in a factory and as long as they remained in the family their wages were not the same as they would have received from strangers. Twenty-five of the girls had done this sort of work. Eight of them did not earn over $1.50 per week and in only one case did a girl remain as long as one year. The others changed work before six months were up. Of the few who did "regular" housework only one received $3.50 per week. One received $3.00 per week after five years' service. Another received $3.00 per week after two and one-half years' service. Another $3.00 after two years' service. However, no conclusion can be drawn concerning domestic service from the above records. They are simply given as facts bearing upon the personal history of girls now working in the tannery.

Knitting: According to the report of the Wisconsin Bureau of Labor for 1906, knitting establishments employed a larger number of women and girls than any other industry in Milwaukee. And fifty-two, or nearly half of all the girls visited, were employed at some time in this work. One girl (an exception in the industry) stated that she earned, $9.00 per week. This is the highest mentioned by any one. The highest wages generally reported were $5.00 to $7.00 per week. Two reported $7.00 per week, one having been in that industry two years and the other three. On the other hand one, who had been there six years, reported her earnings at $5.50 per week; $6.00 seems to have been the average high wage. Eight, who had been there one year or less than two, averaged $3.60 per week. Nineteen stated that they began at from $1.00 to $2.00 per week. The industry has attached to itself a good many older girls who have been there several years and earn fair wages. On the other hand there is a large number who remain only a short time, not long enough in fact to acquire any degree of skill and who earn small wages.

Sewing: Eleven girls reported as having engaged in the sewing trades. Two had worked two years and each was earning

$4.00 per week. Reports were too indefinite and two few to warrant many conclusions.

Tobacco and Cigars: Eight girls reported for this industry. One who had worked two years was earning $6.00 per week when she left the factory. Another who had worked one and one-half years was earning $3.00 a week and her board. The periods of employment in the other cases were too short to warrant any conclusions.

Miscellaneous Trades: In the miscellaneous trades wages appear to have been slightly higher, going below $4.00 in only a few instances. In the foundry one girl who remained two years was earning $5.00 per week. Another girl in the foundry, somewhat older and a very rapid piece-rate worker, earned $7.00 and $7.50 per week. Girls who worked in straw hat factories often averaged $7.00 and $8.00 per week. It is stated that in this industry three or four women who have been there many years and do the finer work earn as high as $25.00 per week. This is most exceptional. The straw hat industry being a seasonal one, the girls average higher wages for the short period of employment. During the time when the establishment is shut down some of the girls seek other work. Many stay at home during these slack times. One girl had worked in five different binderies giving as her highest wage $4.50. Three girls had worked at pipe covering. All three girls gave as their earnings $6.00 per week. One girl who had worked in a paint establishment two years gave as her wage, $3.00 per week. Three girls who had worked in a fur shop gave as their wage, $5.00 to $6.00 per week. Two girls worked in a soap factory and stated that they earned $4.00 to $6.00 per week.

Summary for the Trades: Length of Stay: Out of 231 positions taken, 138, or 60%, remained less than one year; 93, or 40%, remained one year or more; only 53, or a little less than 23%, remained two years or more. One girl remained six years; four stayed five years; seven stayed four years; eight, three years, and thirty-three, two years.

Wages: Out of the 231 places taken, sixty or 26% were paid $5.00 per week or over. Only five girls, or 2%, made over $6.00. About half of the girls earned at some one time from

$5.00 to $7.00 per week. About three-fourths of the places paid less than $5.00. This was due in some instances to the short time the girls remained at a given place.

Considering the diversity of the industries, the varied experiences of the girls reporting, and the uniformity of the reports, it becomes a safe conclusion that women under twenty-two years of age, in the ordinary industries, earn as their highest wage from $5.00 to $6.00 per week. The wages paid in the tannery are slightly higher than this when considered by yearly incomes. Kid glove making and the skilled sewing trades are not represented here and they pay a higher wage, although the seasonal character of both, especially the latter, would reduce the wage considerably when considered by yearly incomes.

2. Transiency and Previous Employment.

Table X.—*Number of places worked: Transiency.*

Places.	A.	B.	C.
1	3	13	5
2	21	8	2
3	23	4	1
4	20	3	2
5	16	.....	.....
6	4	.....	.....
7	3	.....	.....
Total	90	28	10

Table X. Transiency.

(a) Transiency among working girls is one of their most evident faults. The bad effects of this weakness have been indicated in the preceding chapter. Only three girls out of the 90 had worked in but one place and two of those had done housework for relatives. One job is quit for another for very slight and trivial reasons. The extremely unskilled character of the work done by most girls and young women makes this moving about possible. If her particular friend goes to another factory a girl is pretty apt to follow. The slightest disagreement or trouble between the girl and the forewoman will often cause her to leave

immediately. The social affairs of outside life play a very large part in the work life of the girl. She carries her social life into the factory with her. Men usually drop that side of affairs and upon entering the factory in the morning are immediately on a work basis. Certain establishments gain a social standing, as is were, among the girls. The movement is always toward them. Other establishments, although they pay well, are quite tabooed by the better class of girls. In studying the different records it is very noticeable that a certain group of four or five establishments formed the circuit for a group of foreign and on the whole unreliable girls. A certain other class of factories attracted the better kind of workers. Many of the older and more ambitious and steady girls, often settle down to a certain line of work—very often in one of the sewing or knitting trades. They earn higher wages and they form the class which might be organized into trade unions. The transiency of the other group is too great to encourage any organization activity. (b) Among the girls not living at home, mostly foreign, a much larger number,—nearly half,—worked in only one place. This is due to the fact that most of them live in the neighborhood of the tannery and immediately dropped into employment there after arriving in Milwaukee.

CHAPTER IV.

HOME CONDITIONS.

1. Housing.

General Conditions: Milwaukee has been called a "City of Homes." The wage worker, as well as his employer, is supposed to own his own house and lot. The truth of this depends upon what ownership means. The majority of the families in this report, are buying their homes on the installment plan. The homes average in cost about $1,200 to $1,500. They pay $2.50 per week on the principal and $1.00 a week, interest. It takes about ten years before a man can really call his home his own, and this is only if everything goes well. Continued unemployment, sickness in the family and many other things conspire to prevent regular payments. He is constantly threatened either with having to borrow more money to keep up payments or with the loss of his home altogether. Thus while we may say that he "owns" his home, he feels none of the security which comes with paid up ownership.

To the casual observer who does not know the inside facts, housing conditions do not appear to be bad. There are two kinds of bad housing conditions. One, such as exists in New York, consists of houses massed together in solid blocks. The other, such as exists in Chicago and Milwaukee, consists of crowding within houses which are not large in themselves and which do not even cover the entire lot space.

Housing Conditions Described: Workingmen's homes in Milwaukee especially on the south side are built with a monotonous uniformity which is depressing. This district is settled largely by the Polish people and is very much crowded. The

homes are built on lots from 25 to 30 feet wide and from 70 to 120 feet deep. A space of from four to eight feet is left open between the houses and twelve or fifteen feet between the front of the house and the street. This front space is usually filled up by the entrance stairs and porch. The open space on the rear part of the lot is usually pretty well filled. Either another house is built there or the space is taken up with the closets, wood-sheds, chicken-coops, geese houses and goat barns. The houses themselves are uniformly one story with a basement or cellar. They are mostly two rooms deep, the first floor seldom having more than four rooms, and the basements having usually two or three rooms, or occasionally four. They are occupied sometimes by one family, more often by two and three. Basement living is the most dangerous element in the situation. These rooms are poorly lighted and ventilated, the majority of them having ceilings only four or five feet above the curb. The air is often so bad as to be almost unendurable even on a short visit. If the basement is used as a kitchen it is kept exceedingly hot. Much dampness is thus prevented. But if the sleeping rooms are also in the basement, as they frequently are, the health of the occupant is immediately endangered for it is impossible to keep up a fire during the winter nights and both cold and dampness become severe.

Although conditions cannot be adequately tabulated, a few leading facts will help make up the picture. The proportion of persons to rooms is as follows:

In one family there was one person to two rooms.

In fourteen families there was less than one person to one room.

In nine families there were seven persons to one room.

In fifty-eight families there was more than one, but less than three persons to one room.

In six families there were three persons to one room. The largest group of fifty-eight families forms about one-third of all. These families lived with three to five persons in two rooms. Of these fifty-eight families, thirty lived at the ratio of two persons to a room and six lived with three or more to one room.

In the crowding of homes, the most important factor is sleeping conditions. In many cases the record of the number of sleeping rooms was taken. This, together with the number in the family, shows the danger of this situation better than the simple proportion of persons to all rooms. Four persons to one sleeping room, is a usual condition. A room is ordinarily just the size of two beds with a space to walk between. Two persons sleep in each bed. The aversion to open windows and fresh air still persists. The older children frequently have a separate sleeping room so that six in two sleeping rooms is quite frequent. Eight persons to two rooms or ten to three rooms is not unusual. The more dangerous conditions arise when more than two sleep in one bed, making five, six or seven to one room, ten, eleven or twelve to two rooms. The writer has seen seven in one room, two older girls in one bed and five (three of them young children) in the other bed. The records show instances of eight to one room and thirteen to two rooms; in one of two cases of eleven to two rooms, an extra bed was put in the living and dining room, and the parlor was really a bed room, the family having only four rooms in all. Extra beds are frequently put up in this way. Mattresses are frequently placed temporarily in the parlor. In the few cases where tuberculosis was definitely known to exist, the records show the following sleeping conditions: In one family four were in one sleeping room; in another family, eight were in two sleeping rooms; in two families ten were in two sleeping rooms; in another six lived in a house of four room (probably two sleeping rooms). In one case conditions were much better as there were only six persons to six rooms. In earlier days, however, this family lived in much poorer quarters. Only one home visited had a bath room. Closets were almost universally in the yard.

Housing conditions affect the health as perhaps no other one factor. The report for the State Bureau of Labor 1905–1906 states that this district (14th ward) has the largest population and the highest death rate per thousand of all the wards in the city. In crowded quarters every available space should be economically used and this is not always done. The "parlor"

in this neighborhood has become an institution. Practically every home has one, no matter how small it is. The room is seldom used and is kept dark ready for special company. However much we may wish for a better use of this space, the social standard of the community demands its presence.

Families Owning Homes: Let us go a little further in the question of "ownership." Three-fourths of these families visited "own" their own homes, that is, they had made payments on a home bought on the installment plan. It could not always be determined whether or not the home was entirely paid for. Out of thirty-three instances, twenty-one were definitely known not to be free from debt. There is no doubt in the writer's mind that in the majority of the doubtful cases, the families were still paying, and that from one-half to two-thirds of all "owners" were still in debt for their homes. Families who own their homes are usually glad to tell you so.

Considering, however, only the thirty-three where the conditions of ownership were definitely stated we find that of this number eleven homes were entirely paid for. Nine of the eleven homes were among the very best visited.

Only four of these eleven families sublet part of the house. If we class with this group six or eight of the twenty-one families whose homes were not entirely paid for, we include practically all of the best homes of the families visited for this report. These homes were clean, not overly crowded, were furnished sufficiently well to produce a homelike atmosphere, and best of all they had given up living in the basement. While some of them still kept the kitchen down stairs, they spent their leisure time in a living room of the ground floor, and none of them slept in the basement.

In crowded quarters, cleanliness is impossible and it follows that health and working efficiency will fall in the same proportion. Six rooms for a family is the type of those "owning" homes. Four and five rooms form the next largest group. Those with the three room home make up almost the entire group of those who sublet a part of the home. It is this group who are still paying for their homes and are willing themselves to live in small quar-

ters for the sake of the added income from renters. When the buying process begins the family lives in the basement, and rents out the upper part. As the family income increases, they move up-stairs and rent the basement. Finally they get on a financial basis where they can occupy the entire house. Sometimes an ambitious owner will build under the first floor a brick basement or rather a ground floor. Very frequently a house is built on the rear of the lot. This progression will be illustrated in the description of certain families under the subject "Family Incomes." As a man's family grows he is under great pressure to buy his own home. Children in a rented home are always a constant source of trouble and in a neighborhood where everyone has a large family, for the sake of peace the father will begin buying a home.

The Polish people have been described as "thrifty and industrious" and the statement is borne out on the observations made in this investigation. We will find some light then, to aid us in fixing at least a part of the responsibility for these housing conditions, in the study of family incomes.

Families Renting Houses: One-fourth or twenty-three of the eighty-nine families lived in rented homes. Only nine of these twenty-three had fathers working. Twelve were supported by sons and daughters. In one family the father drank and contributed nothing. In the other the father was too ill to work. In those cases where there was a father, wages earned by him were small and irregular. These men paid from ten to twenty-two per cent of their wages for rent. The only man in the group who might be called typical of a prosperous workingman paid $12.00 a month in rent and his income was $13.50 a week.

The number of rooms occupied by these twenty-three families ranged from one to six. Only one, a family of three, lived in one room which cost them $4.00 a month. No renters lived in two rooms. The average monthly rent paid for three rooms was $4.42; for four rooms, the largest group, $6.00; for five rooms, $9.50; the two living in six rooms paid $9.00 each. The high cost for the five room houses was due to two families who

paid $12.00 a month, each. The cost per room for the majority was from $1.00 to $1.50 per month.

II. Family Income.

(1) *Number, Sex and Ages of Bread Winners:* In order to get some knowledge of the family income and who contributed to it, questions were asked concerning the number and ages of those who were earning, the industry and occupation engaged in, the weekly wages, and as far as possible the regularity of work. We find that these families do not expect to be supported by the father alone. It takes the earnings of every member of the family of legal working age, in order to "keep going." With but few exceptions, the children of the families visited for this report left school before finishing the grades.

(A) *Number and Age of Earners:* (a) Of the ninety families visited in three families there was one earner; in twenty families there were two earners; in twenty-nine families their were three earners; in twenty-six families there were four earners; in eight families there were five earners; in three families there were six earners. One family was broken up and the number of earners could not be determined. The wage-earners in the three families having but one, was in no case a man. In each of these instances a girl was the sole support, the father having either died or deserted, and only two or three members remained. In over half of all the families there were three or four bread-winners. It would seem that with the number of workers indicated above, all contributing to the family income, a very comfortable home might result. But only in a few cases was this true. The majority of the homes visited showed no indications of great comfort—certainly not a degree of comfort that a city would care to recognize as a standard.

(b) The conditions surrounding the girls who were not living at home and who supported themselves independently will be discussed later.

(c) In the families where married women were working, only two had the assistance of the husband. In five instances the husband had deserted or returned to the old country; one had

tuberculosis and was unable to work; another was dead and the remaining one was unable to find work.

TABLE XI.—*Ages and sex of earners in family and of girls not Living at home.*

Age of fathers.	Number.	Children at home.				Girls not living at home.	
		Age of males.	No.	Age of females.	No.	Age.	No.
40-44	8	14	5	14	6	14	.....
45-49	16	15	8	15	8	15	.....
50-54	12	16	8	16	19	16	.....
55-59	14	17	9	17	14	17	1
60+	7	18	8	18	29	18	6
Dead or deserted	24	19	13	19	10	19	2
Unknown	9	20	5	20	15	20	3
	.....	21	5	21	17	21	7
	.....	22	5	22	8	22	3
	.....	23	6	23	9	23	3
	.....	24-29	8	24-29	5	24-31	3
Total	90	.....	80	.....	140	.....	28

(B) *Ages of Earners Living at Home. Ages of Fathers:* In every case the age of the father was over forty years. Of the fifty-seven who were working and whose ages were known, eight were between forty and fifty-five; forty-two were between forty-five and sixty; seven were sixty or over. In twenty-four of the families the father was either dead or had deserted. The type of family represented here, then, is that where the father has passed the prime of his working years and is no longer the chief support of the household. The earnings of the children must now be depended upon to supply the family needs.

(a) *Ages of the Children:* The ages of the children contributing to the support of the family income range from the years of fourteen to twenty-nine. There were 80 male, and 140 female earners in the ninety families. Of the males, nearly two-thirds were between the years of sixteen and twenty-one. Of the females three-fourths were between the years of sixteen and twenty-one. The numbers above sixteen and below twenty-one, were for both sexes about the same. The preponderance of female over male workers is partly due to the fact that there are more girls than boys in the families, and partly because of the

tendency of young men to leave home and "go it alone"—especially if home conditions are not the best. Often they wish to save up money for a home of their own and they can do this more easily away from their own families where demands for help are pretty constant. The girl has no other choice but to stay and make the best of it, now and then one breaks away, but the majority stay.

(b) *Ages of Girls Not Living at Home:* The largest group of any one age consisted of seven who were twenty-one years old. Twelve were between seventeen and twenty-one; nine were over twenty-one, the oldest being thirty-one years of age.

(c) *Ages of the Married Women:* The ages of the married women ranged from twenty-one to forty-one. Two were twenty-seven and one each was twenty-one, twenty-eight, thirty, thirty-two, thirtyfour, forty and forty-one.

III. Family Incomes and Standard of Living.

Family Incomes: The statements concerning the family income were taken in terms of weekly wages. The accuracy of the statements was determined by checking up the amount of the wages stated with the information as to wages given by the firm itself or with others working in the same industry. In this way wage-scales became fairly well established and any great deviation would at once be noticed. Unfortunately, a few totals for the family income could not be estimated. In family number two, for example, the father kept a combination saloon and grocery store and his weekly or annual income could not be ascertained. In family number thirty-three the income of the young man (the father was dead) was not known. In family number sixty-one the father was a contractor and could not estimate his weekly income; in families sixty and seventy-seven, the fathers were ill so much of the time that no definite earnings could be depended upon; in seventy-one, the wages of the father and son were unknown; in eighty-four the father had in the past earned good wages, but his trade has now become an unskilled one, the wages being reduced from $3.00 per day to $1.50 and $1.75; family number ninety had become broken up,

the father having died of tuberculosis. In a few instances, an older child paid board instead of turning all into the family income; this would relieve such families of some expense in clothing and "extras;" but those cases were so few as to be negligible.

The amount of unemployment was perhaps most difficult to determine, except for the girls who worked in the tannery. In estimating their average wages for the year, unemployment was figured in. It will be noted that in very many cases the statements were made that one or two in the family was out of work for two or three months; was working only half time; was working eight instead of ten hours; or had work for only three or four days each week. The winter of 1907–1908, being one of great depression, such conditions were most common. But the aim of this part of the investigation, is to determine as near as possible, the customary income, hence such periods of unemployment were not counted in making up the total income. When the statement was made that the work was "irregular" one-tenth would be deducted from the regular weekly wage. While authorities differ on the per cent of unemployment in regular industries, an eighth to one-tenth is the accepted deductions. (For a good summary of percentage of unemployment, see Rev. John A. Ryan's book, "A Living Wage" pages 148–150). In a few other occupations a certain period of time was deducted, as, in carpentry; probably no carpenter earns $3.50 per day, the year round. He is fortunate if he earns that much for eight or nine months. The sewing trades are notoriously seasonal. Eight months of steady work is as much as can be counted upon in that industry. Several men stated that they worked only in the summer time, many not being able to continue in the winter; others being engaged in work which furnished employment for one or two seasons. "City work" offers many more opportunities in the spring and summer than in winter and fall. Often men employed in such industries as above mentioned find other work during the slack seasons, but the pay would ordinarily be smaller and the periods of unemployment much more frequent. A familiarity with many of the industries in Milwaukee and with the habits of young men

and women workers, was also of great help to the writer in estimating unemployment.

Practically all investigations made into the cost of living and family expenditure have been based on families where the father is the chief earner, with possibly a little help from one child or his wife. In this report, however, the income is not based on the wages paid to the head of the family. In all but three instances there were two or more earners; in the great majority there were three or four earners. So this report deals essentially with the *family* income.

To secure a basis for comparing family incomes, the amounts must be reduced to terms of personal incomes. Otherwise, the difference in the size of families would prevent an equal comparison. In the families considered in this report, the incomes amounted to $1,000 or over, for nearly three-fourths of the families. But the number in the families was so large that the income per person is greatly reduced. In the twelve families in which there were children below seven or eight years of age, two were counted as one, in order to allow for the smaller cost of young children.

TABLE XII.—*The weekly incomes, number of earners, number in family and weekly income per each person in the family for eighty-two families.*

Number.	Weekly income.	Number of earners.	Number in family.	Weekly income per person.
1	$31 28	4	6	$5 21
3	20 00	3	6	3 33
4	10 05	2	3	3 35
5	21 10	6	10	2 35
6	15 70	5	11	1 57
7	35 30	5	9	3 92
8	13 15	2	3	4 38
9	19 80	3	5	3 96
10	33 05	4	6	5 51
11	24 60	2	8	3 08
12	26 50	4	5	5 30
13	19 50	3	10	2 17
14	17 00	3	7	2 43
15	32 90	4	7	4 70
16	15 05	2	5	3 01
17	40 55	4	7	5 79
18	33 00	4	10	3 30
19	24 55	4	6	4 09
20	26 95	4	8	3 37
21	26 20	4	8	3 27
22	29 05	4	8	3 63
23	21 30	5	5	4 26
24	23 40	3	4	5 85
25	21 67	4	7	3 09
26	13 91	2	2	6 85
27	20 10	2	8	2 51

TABLE XII.—*The weekly income, number of earners, number in family and weekly income per each person in the family for eighty-two families*—Continued.

Number.	Weekly income.	Number of earners.	Number in family.	Weekly income per person.
28	18 00	3	6	$3 00
29	23 80	2	8	2 97
30	15 60	2	12	1 56
31	17 00	3	7	2 43
32	21 60	2	10	2 40
34	11 59	2	5	2 32
35	25 00	3	7	3 57
36	25 40	4	9	2 82
37	27 00	4	6	4 50
38	12 05	2	3	4 02
39	15 39	3	4	3 85
40	33 40	5	9	3 71
41	18 75	3	6	3 13
42	14 25	2	7	2 03
43	22 00	4	11	2 20
44	28 10	4	13	2 55
45	16 00	3	5	3 20
46	30 40	5	7	4 34
47	9 00	2	6	1 50
48	31 05	5	8	3 88
49	22 62	4	6	3 77
50	14 80	2	10	1 85
51	36 05	3	8	4 50
52	19 45	3	7	2 78
53	24 70	5	9	2 74
54	22 20	4	12	2 20
55	23 50	2	4	5 88
56	22 60	4	6	3 76
57	21 15	3	9	2 35
58	18 00	3	6	3 00
59	30 20	4	10	3 02
60	18 20	3	10	2 02
62	17 00	3	9	1 89
63	26 60	3	8	3 32
65	7 30	1	5	1 46
66	24 00	3	12	2 40
67	23 05	4	7	3 29
68	25 50	4	5	5 10
69	28 00	4	12	2 83
70	40 00	3	8	5 00
72	21 57	3	7	3 08
73	21 70	3	6	3 62
74	8 95	1	3	2 98
75	42 00	6	8	5 25
78	$26 76	4	9	2 97
79	29 30	3	5	5 86
80	19 60	3	8	2 45
81	37 00	3	5	7 40
82	22 10	3	3	7 36
83	25 00	4	9	2 78
84	24 00	2	5	4 80
85	22 75	2	5	4 55
86	17 85	2	6	2 97
87	14 00	2	3	4 67
88	9 25	2	5	1 85
89	9 35	1	2	4 67

The cost of living varies with different localities and with different periods. No recent investigation has been made of the cost of living in Milwaukee. The sixth, seventh and eighth annual reports of the U. S. Bureau of Labor deal with the cost of living, and their figures are supposed to cover all the repre-

sentative states. Their conclusion for over two thousand families is that an income of $687.02 a year is a minimum for a family with 5.7 members. This means $2.40 per week per person. Comparing this with the results of this report, we find that 16% of all the families considered in this report had an income smaller than this amount.

One of the most recent investigations into the cost of living was made in New York City. It was estimated that $800.00 was an absolute minimum for a family of five. The minimum for Milwaukee would probably be smaller, mainly on account of the item of rent. Rents in Milwaukee are much lower than in New York. On the basis of $800 for five persons or $3.20 per week per person, a comparison with the incomes of families in this report shows that 48% or nearly one-half fell below that amount. Prof. Albion W. Small of the Department of Sociology in the University of Chicago stated a few years ago that no man could bring up a family and enjoy ordinary human happiness on less than $1,000 a year. While nearly three-fourths of the families in this report have a yearly income of $1,000 or more, when compared on the personal income basis, 57% of the Milwaukee families fell below Prof. Small's minimum. All of these comparisons are made on the basis of fifty weeks to a year.

These estimates, however, are only relative. The investigations into the cost of living have been made either too long ago to be of value now, especially with the constantly rising prices of the last two or three years; or they are not applicable to living conditions in Milmaukee. A further analysis follows, of the yearly incomes of the eighty-two families in which incomes could be definitely determined. The number and the wage-earners in each family are also given.

TABLE XIII.—*Weekly incomes (classified on basis of yearly amounts). Number of earners per family, number in family.*

Below $600	No. of earners.	No. in family.	$600–800	No. of earners.	No. in family.	$800–$1,000	No. of earners.	No. in family.	$1,000–$1,300	No. of earners.	No. in family.	$1,300–$1,800	No. of earners.	No. in family.	$1,800 $2,000	No. of earners.	No. in family.	$2,000–$2,200	No. of earners.	No. in family.
$10 05	2	3	$13 15	2	3	$15 70	5	11	$21 10	6	10	$31 28	4	6	$35 30	5	9	$42 00	6	8
8 91	2	2	15 05	2	5	17 00	3	7	19 80	3	5	33 05	4	6	36 05	3	8	40 55	4	7
9 00	2	6	11 59	2	5	18 00	3	6	20 00	3	6	26 50	4	5	37 00	3	5	40 00	3	8
7 30	1	5	12 05	2	3	15 60	2	12	24 60	2	8	32 90	4	7						
8 95	1	3	14 25	2	7	17 00	3	7	21 30	5	5	33 00	4	10						
9 25	2	5	14 80	2	10	15 39	3	4	23 40	3	4	26 95	4	8						
9 35	1	2	14 00	2	3	18 75	3	6	21 67	4	7	26 20	4	8						
						16 00	3	5	20 10	2	8	29 05	4	8						
						18 00	3	6	23 80	2	8	25 40	4	9						
						18 20	3	10	21 60	2	10	27 00	4	6						
						17 00	3	9	22 00	4	11	33 40	5	9						
						17 85	2	6	22 62	4	6	28 10	4	13						
									19 45	3	7	30 40	5	7						
									24 70	5	9	31 05	5	8						
									22 20	4	12	30 20	4	10						
									23 50	2	4	26 60	3	8						
									22 60	4	6	25 50	4	5						
									21 15	3	9	28 05	4	12						
									24 00	3	12	26 76	4	9						
									23 05	4	7	29 30	3	5						
									21 57	3	7	25 00	3	7						
									21 70	3	6	25 00	4	9						
									19 60	3	8									
									22 10	3	3									
									24 00	2	5									
									22 75	2	5									
									19 50	3	10									
									24 55	4	6									

By Table XIII we find that out of eighty-two families,

8% had a yearly income of less than $600.
8% had a yearly income of from $600 to $800.
15% had a yearly income of from 800 to 1,000.
34% had a yearly income of from 1,000 to 1,300.
27% had a yearly income of from 1,300 to 1,800.
4% had a yearly income of from 1,800 to 2,000.
4% had a yearly income of from 2,000 to 2,185.

The yearly income as given above seems ample to sustain a family in a fair degree of comfort. But the true condition is shown when this yearly income is combined with the size of the family. Table XIV gives the weekly income per person in families classified according to size.

TABLE XIV.—*Average weekly income per person by size of family.*

Average weekly income per person in families of						
Less than five.	Five.	Six.	Seven.	Eight.	Nine.	Ten or more.
$3 35	$3 99	$5 21	$2 43	$3 08	$3 92	$2 35
4 38	5 30	3 33	4 70	3 37	2 82	1 57
5 85	3 01	5 51	5 79	3 63	3 71	2 17
4 45	4 26	4 09	3 09	2 51	2 74	3 30
4 02	2 32	3 00	3 75	2 97	2 35	1 50
3 85	3 20	4 50	2 03	3 88	1 89	2 40
5 88	1 46	3 13	4 34	4 50	2 97	2 20
2 98	5 10	1 50	2 72	3 32	2 78	2 55
7 36	5 86	3 77	3 29	5 00	.....	1 85
4 67	7 40	3 76	3 08	5 25	.....	2 20
4 67	4 80	3 00	2 43	2 45	.....	3 02
.....	4 55	3 62	.....	3 27	.....	2 02
.....	1 85	2 97	.....	.....	.....	2 40
.....	.....	.....	.....	.....	.....	2 83
Average per person.						
$4 68	$4 08	$3 64	$3 42	$3 60	$2 90	$2 32

By this table we see that the amount of money for each person in the eleven families, containing less than five members, averages $4.68 per week. This is the highest personal income because those families often consist of only two or three members, all of whom may be earning. Eight out of the eleven averaged less than $4.68, the average for all. The highest amount is

$7.36; this was in a family of three, all of whom were working. For the thirteen families consisting of five members, the average weekly income was $4.08 per member. Six were below and seven above this average. For the thirteen families with six members, the average weekly income was $3.64 per member. Seven fell below this amount and six were above. For the eleven families of seven members, the average was $3.42. In seven cases the personal income averaged less than $3.42, while in only four was the income greater. For the twelve families with eight members, the average weekly income was $3.60 per member. Seven fell below and five above the average. For the eight families with nine members the average was $2.90. Five fell below the average while only three were above. For the fourteen families with ten or more members, the average weekly income was $2.32 per person. Seven families were above and seven below, this average. In computing the income for these families, the very young members have been eliminated from the computation, hence the average is only for those above eight or nine years of age. This is the smallest amount of money per person, for any class of families, and about reaches the poverty line.

Hence, we see that while the total yearly income at first seems large, it falls considerably when the size of the family is considered. And while a girl may be a member of a family which is living on the apparently bounteous scale of from $1,500 to $2,000 per year, she herself does not gain since there are too many others in the family who also share in the income. The most important point is the fact that these incomes were not earned by one person alone, or even by two persons. In Table XIII, group I, there were one and two earners in the families; in most cases these were women. In group 2, there were two earners in every case. In group 3, all but two families had three earners; group 4 is the most mixed, two-thirds having three or four wage-earners. In group 5, there were almost universally four earners. Groups 6 and 7, representing the highest incomes, are mixed. Mothers contributed to the income in only two or three cases, and in practically all instances all the children above legal working age were

at work. Occasionally one was kept at home to help with the home work, and some were disabled by sickness, but the majority were at work.

The effect upon the father when his children work: When other members of the family besides the father, are at work, the question immediately arises, what is the effect upon his earning ambition. Does he cease to work, content to get along on a bare physical subsistence? Or does he continue to work and by the additional income of his children seek to raise the standard of living of his family? Table XV gives the weekly rate of wages for the father, the total weekly rates of wages for the children, the age of the father, his disability, the amount of time lost, and his trade. There were only two wives working so "others" means children except in these two cases.

TABLE XV.—*Weekly wages and earning efficiency of the father, and weekly wages of others in family working.*

Weekly wages of			Earning efficiency of father.			
No.	Father.	Others.	Age.	Disability.	Time lost.	Trade.
137	$21 00	$21 50	63	.....	No work in winter..	Carpenter.
76	18 00	26 00	61	.....	Two months lost....	Carpenter.
84	18 00	6 00	64	.....	Indefinitely laid off, place taken by unskilled.	Caulker.
224	17 50	23 00	54	.....	Regular work.....	Fireman.
334	16 50	18 50	47	Several small accidents.	Regular work.....	Machinery.
23	15 00	16 25	....	One finger lost.....	Regular work.....	Tannery.
314	15 00	8 75	52	.....	Regular work.....	Machinery.
318	15 00	8 50	45	.....	Irregular work.....	Carpenter.
514	15 00	10 75	44	.....	Regular work.....	Steel mills.
431	15 00	4 70	45	.....	Regular work.....	Moulder.
75	15 00	22 50	57	.....	Regular work.....	Machinist.
306	15 00	7 10	43	.....	Irregular work.....	Blacksmith.
81	13 50	25 50	49	.....	Two months lost....	Foundry.
78	13 50	13 25	42	Injured in foundry....	Regular work.....	Foundry.
372	13 50	33 50	43	Mentally "peculiar"..	Regular work.....	R. R. labor.
79	13 00	16 25	49	.....	Regular work.....	Chemical.
527	12 50	20 50	53	.....	Regular werk.....	Teamster.
133	12 50	12 00	47	.....	Regular work.....	R. R. shops.
316	12 00	11 50	48	Not well.....	Very irregular.. ..	Packing house.
324	12 00	14 50	47	.....	Irregular work... ..	Tailor.
339	12 00	41 00	53	Not well.....	Two months lost....	R. R. shops.
378	12 00	29 75	50	Hurt in steel mills....	Irregular work.....	Tannery.
83	12 00	15 00	43	Hurt in tannery.....	Regular work.....	Tannery.
85	12 00	10 75	51	Injured in shops.....	Regular work.....	R. R. shops.
202	11 50	21 50	52	.....	Regular work.....	Tannery.
104	11 00	24 00	45	.....	Regular work.....	Tannery.
68	11 00	13 50	45	Tuberculosis in family.	Regular work (13 hrs.)	Tannery.

TABLE XV.—*Weekly wages and earning efficiency of father, and weekly wages of others in family working.*—Continued.

Weekly wages of			Earning efficiefcy of father.			
No.	Father.	Others.	Age.	Disability.	Time lost.	Trade.
150	$11 00	$8 75	45	.....	Irregular work (13 hrs a day).	Teamster.
351	11 00	12 75	....	.....	Three mos. in winter	Steel mill.
374	11 00	4 75	41	Injured at elevator...	Regular work.....	Grain elevator.
359	10 80	8 00	55	Arm broken.....	Regular work.....	Mach. helper.
383	10 80	16 50	52	.....	Four months lost...	Laborer.
80	10 80	8 75	56	.....	Regular work.....	R. R. shop.
315	10 50	7 50	....	Sick.....	Irregular work.....	Cy. employes.
118	10 50	11 00	53	.....	Regular work.....	Tannery.
302	10 50	19 75	57	.....	Regular work.....	Tannery.
410	10 50	20 75	45	Sick.....	Irregular work.....	Laborer.
485	10 20	16 50	45	.....	Regular work.....	R. R.
300	10 20	25 50	58	.....	Regular work.....	Foundry.
381	10 20	13 25	44	.....	Irregular work.....	City work.
369	10 00	27 75	52	.....	Regular work.....	Tannery (23 years).
386	10 00	11 00	56	.....	Regular work (12 hrs.—7 days).	R. R, laborer
234	9 90	24 00	....	Injured on R. R.....	Irregular work.....	Stone quarry (helepr.)
375	9 90	26 00	58	Tuberculosis in family.	Regular work.....	Mach, helper.
214	9 60	6 45	58	.....	Irregular work.....	Machinery.
236	9 60	19 75	57	Frequently injured in steel mills.	Regular work.....	Mach. laborer.
239	9 60	26 25	52	.....	Regular work.....	Tannery.
82	9 60	13 50	66	.....	Two months lost....	Mach. helper.
132	9 00	31 00	60	.....	Irregular work.....	Laborer.
350	9 00	11 00	57	.....	Regular work.....	Tannery.
357	9 00	19 00	57	.....	Regular work.....	Laborer.
528	9 00	20 00	45	Back injured in coal yard.	Irregular work.....	Candy factory.
534	9 00	12 50	46	.....	Irregular work.....	Street R. R. (Mil. 3 years.
87	9 00	6 00	55	.....	Irregular work.....	Tannery (Mil. 3 months).
29	9 00	8 50	44	.....	Irregular work.....	Tannery.
310	9 00	8 75	36	Not strong.....	Regular work.....	Blacksmith.
105	7 50	5 50	67	.....	Regular work.....	Laborer.
325	7 50	20 50	55	Sick.....	Six months lost.....	R. R. shop.

An examination of this table shows no connection between the weekly wage of the fathers and the total earnings of the others in the family. Where the father was earning a large weekly wage, the children were as often earning high wages as low wages. And a low weekly wage for the father went as often with low wages for the children as with high wages. But there is a marked correspondence between the wages of the father and his age and disability.

TABLE XVI.—*Weekly wages of father classified according to efficiency.*

Weekly wages and regularity of those disabled by				Weekly wages according to ages of those not disabled by accident or illness.				
Accidents.		Sickness.		53 and older.		52 and younger.		
Regular.	Irregular.	Regular.	Irregular.	Irregular.	Regular.	Regular.	Irregular.	
							Seasonal	Moral.
$16 50	$12 00	$11 00	$12 00	$17 50	$21 00	$15 00	$15 00	$15 00
15 00	9 90	9 90	12 00	15 00	18 00	15 00	12 00	13 50
13 50	9 00	9 00	10 50	12 50	18 00	15 00	11 00	10 80
13 50			10 50	10 80	9 60	13 00		10 20
12 00			7 50	10 50	9 60	12 50		9 00
12 00				10 50	9 00	11 50		9 00
11 00				10 20	9 00	11 00		
10 80				10 00		10 20		
9 60				9 00		10 00		
				9 00		9 60		
				7 50				

Taking first the twelve fathers disabled by accidents, nine of the twelve worked regularly. Seven were between forty and forty-five years of age and apparently young enough to have overcome the effects of the accident. The two earning $10.80 and $9.60 per week were men fifty-five and fifty-seven respectively. Three of the twelve were reduced to low wages and irregular work. Of the eight fathers disabled by sickness, five worked irregularly and three regularly at a low wage. Sickness in these families produced more irregular work than did accidents. Some accidents were slight, but even a slight accident or sickness may entirely disable a man whose recuperative power is not great.

The mean age of the fathers was fifty-two. Assuming this age as the dividing line between old and young, for these families, we may say that those fifty-three, and older were incapacitated for hard work by age; those fifty-two and younger were still sound and able to earn fair wages. On this basis, eleven, out of the eighteen men forming the older group, worked regularly. Two received fair wages, but the others earned low wages. Of the seven who worked irregularly, the first two were carpenters and were lucky if they had steady work for seven or eight months of the year. The third one, who earned $18.00 a week, is now

entirely out of work. He was a caulker, and his trade is now given over to unskilled men. The other four were old men and each earned only $9.60 and $9.00 a week.

In the group of men fifty-two and younger, those who worked irregularly, were divided into two classes. One class where the irregularities seem to be caused by seasonal work; the other where there was no visible cause for the irregularity. In these latter cases it might be due either to the fact that others in the family were earning, or to the laziness and irresponsibility of the father.

Of the ten regular workers the two lowest were fifty-two years of age and both worked in the tannery. Of the irregular workers, three were in seasonal trades and six were irregular for no cause that could be determined. This last group then, 10 per cent of all, includes those fathers who may have been made irresponsible by the fact that their children were earning. For the purposes of industry, many consider a man old after he is forty or forty-five, and in these families more than two-thirds of the fathers were over forty-five. Of course there are individual cases where a man may be even fifty-five and still be able to earn a good wage. And there are individual cases where a man of forty-five is completely incapacitated for work. But the records of these fifty-seven men, well on in years as they are, indicate that they are still doing their best to give their families as good living conditions as possible. The examination of some of the homes of individual families, reinforces the facts brought out by the wage-classification of the fathers.

Home Conditions: Several of the families with the highest incomes have so many members that the income per person is small. But taking the thirteen families, with the highest personal income, we find them falling into four distinct groups. The first is made up of broken homes. Either the father or the mother is dead. The great majority of these broken families have only a few members and they would appear with high personal incomes. But the children lose interest in the home and conditions are bad. The money they earn goes mostly for their own personal wants. Five out of the thirteen belong to this class.

The second is made up of those families where the older wage-earners are men. If the men have a cooperative feeling toward the home, we find very good conditions. Such a family is number one in group six of Table XIII. This home was one of the best visited. Two young men besides the father were working at $2.00 and $2.25 per day. The younger girl, sixteen years old, was kept at home to help with housework. But in other cases, after the men get to be twenty and twenty-one they feel that the money is rightly theirs to use as they wish; they expend more on a prospective wife and begin to save for the future home. Many such families show a high personal income per week, but in reality, the home conditions do not correspond to the amount of income stated.

The third type is where the older wage-earners are girls. Home conditions here are usually of the better class. Unless a girl is past twenty-two or twenty-three, all her income is turned toward the family expenses. Perhaps she keeps fifty cents or one dollar out of her week's wages for her own use. Her parents feel that they have a right to her earnings. As one father expressed it, speaking of his daughter, "she could get out if she tried to pay board." Where the girls remain at home and turn in their money, a pretty fair degree of cleanliness exists. Occasionally there is an exception to this rule, as in one family having a high personal and total income, there were at work three girls, seventeen, twenty and twenty-two years old, and two boys, fifteen and nineteen. The conditions were extremely bad. In common with many other families that will be mentioned, they spoke of "owning" their home. This particular family thus "owned" a five room house, but it was only partially paid for. The two basement rooms where they lived most of the time were separated only by an unplastered lath partition. The whole effect was as though they had just moved in; clothing and furniture were heaped together in hopeless masses. Piles of wood stood against the lath partition, which made you feel uncertain as to whether you had entered a home or a woodshed. The air, still strong of the tannery smells, was almost unendurable. The toilet too was in one of these rooms and construction had not gone far enough

to enclose it, hence it stood not entirely devoid of privacy. This family was Polish, but most of those in this group were German.

The fourth type is made up of those families where the father is assisted by only one or two younger wage-earners or one older boy or girl. Then we almost universally find a bad state of affairs. Crowding, unsanitary conditions, and lack of cleanliness are the rule. And this is true for both Polish and German. Such families will not have a high personal income unless there are only a few members.

This classification for the thirteen families under consideration, with high personal incomes, is true generally for the entire group. Descriptions follow of the different types of living conditions of families, and especially of the method of buying homes and meeting emergencies.

One Polish family furnishes an excellent illustration of the method of living, which is followed when in the process of buying a home. The mother in this instance was dead and an older child kept house. There were eight in the family, five of them earning. They lived in, and "owned," a four room house. Two rooms they rented to a family of six for $5.00 a month and kept two for themselves. Each family had one basement room and one on the first floor. This made fourteen people in five rooms. Needless to say that cleanliness was impossible and good health was a matter of chance. The income totaled high when considered by weekly rates of pay, but the work for all was very irregular. The oldest boy paid board. All extra money was turned in toward paying for the home.

Another family record illustrates a method often used when a young married couple start in keeping house. Before the girl was married she was one of a family of ten, three others besides herself working. The father, forty-five years of age, was not well and worked very irregularly. A son was the chief support, aided by the daughter before she was married. They owned a seven room house and after she married, they rented the two basement rooms to her and her husband. These rooms could scarcely be called habitable. Not even was the entire ground covered with a floor; and the walls were simply boarded up. The place was the barest makeshift for human beings.

There are many instances where the father is either dead or gone and the family is supported by children. In one case the father had deserted. Two girls, both working in the tannery, and their mother were at home. The home consisted of four very small rooms in the basement, two of them bed rooms. They paid five dollars a month rent. The mother was unable to do much of the housework, and this fell to the girls after they came home from work at night. The washing and ironing, whatever sewing they did, and the cleaning must be done after ten hours of work in the tannery. The girls were exceptionally bright and industrious and attended strictly to home cares. The heavy burdens of the home with so little time left them for reading or any social pleasures, makes one wonder at the strength of some natures in clinging to the best in life.

One girl with her aged mother, owned a house "over town" which was rented for $20.00 a month. But they lived in three small dark basement rooms, for which they paid $5.00 per month. On account of the feebleness of the mother, most of the housework was done by the girl at night after ten hours in the tannery. Expenses were increased by the illness of the mother; ownership of the other house cost a good deal; but they were bravely trying to lay by something to keep them when earning ability ceased.

Some of the married women who work in the tannery do not have their children with them. They are left in another city with the grandmother or other relatives. Others who have partly grown children keep them with them. During the day these children go to school and after school are left to their own devices, until the mother comes home at night. Occasionally there was an older girl who could look after them, but in other instances there were young children with no one to care for them while the mother was working. In such cases, the children either were left alone in the house or some neighbor gave them intermittent attention. An illustration of this is found in one mother of twenty-eight years, with three children, three, seven and eight years of age. They lived in two rented basement rooms for which the mother paid $5.00 a month. She was earn-

ing $8.00 to $9.00 a week. Her husband who was "no good," did not come over to this country with her. A neighbor looked after the children while the mother worked.

One married woman of forty had three grown children, but none of them were with her. She lived in a boarding house filled with Slavonic men and women. She was earning about $5.00 a week, worked for her board and room, and paid $3.00 a month besides. The owner and his wife had four children. There were seven men and two women boarders, all living in four small rooms. Another married woman lived with her husband in one basement room. This room was in a deplorable condition—loosely built, situated so far in the rear of a lot of old wooden buildings that it was almost impossible to find. The room was damp and dark and afforded almost no ventilation. Their three children were with their grandmother in Pennsylvania. The husband was not well and worked irregularly. Another family of three, husband, wife and small child had come over from Austria during the winter. A girl friend came with them, making four in all. The father, a young man, very tall and large, had been "a poliman" in the old country. But, landing here in a time of depression, he could not find work. His wife, however, had no such difficulty. She and her young friend went to work in the tannery at $6.00 a week each. They live in two rooms for which they pay $3.00 a month. The girl boarder does not pay a stated amount, but helps with the work and turns in money when necessary. Most of the married women workers in the tannery are foreign born and do not speak English. They do the dirtiest work and are in a sense supervised by the American women.

Standards: In only a few instances did the earnings of the children place the family on an economic plane where cleanliness, good health and some small degree of comfort was possible. In the other cases, the additional earnings of the children only served to maintain the mere physical wants of the family. No margin was left to raise the family to a condition of intelligent citizenship.

As the father grows older, their wages become smaller and the family finally is supported by the wages of the children. We

have seen that the heaviest contributors to the family incomes are the young men from the ages of nineteen to twenty-five. While the amount they earn swells the family total, they do not always give a great deal for the family use. Occasionally they only pay board. It costs them a good deal to live and if they happen to be saving for a home of their own, they cannot contribute much for the use of the family. And the daughter is apt to get married just as she reaches the highest point of her earning capacity. The cost of food, clothes, and "extras" for the large number of older children is very great, especially in the case of clothing; young children can wear the handed down garments of their older brothers and sisters. And, too, they can be scrimped in spending money for entertainments and for "finery."

The cost of living for the poor is relatively greater than for those better situated. It has been clearly shown that, because of the necessity of the poor to buy in small amounts, the cost of food and fuel is for them much greater than for those who can buy in large quantities. Also because of the lack of ready money, they lose the opportunities of buying when furniture and clothing and other household necessities are offered at cheaper rates.

And finally it must be remembered that the total incomes as stated, are on the basis of fairly continuous work. But sickness and unemployment are constant companions of the poor, and greatly reduce the income. The illness of the father, or an accident, will quickly eat up any little saving the family may have put away. During the last winter there was scarcely a family where one or two of the wage-earners did not experience from one to three months of unemployment. During these times the families not only use up their savings, but frequently go in debt at the grocery and market. And if their home is still unpaid for, they must borrow an additional amount to keep up the interest and weekly payments if they do not want to lose it. These periods of depression exploit the wage-earners, and keep them constantly on the anxious seat. It is these periods that prevent them from attaining a higher standard of living both physical and educational.

The estimates of the cost of living divide themselves into three groups. (1) Those estimates of a sum which will keep a family

just above the poverty line. (2) Those which keep it above the poverty line, but only within the limits of the requirements of industrial efficiency. (3) Those estimates which will keep the family on a plane of social, as well as industrial efficiency. So far most analyses of the cost of a fair standard of living are based not on a *living* wage, but on a *minimum* wage. They are based on the cost of keeping a man and his family in *working* efficiency; not on what is necessary for social efficiency as well. Indeed, many computations of a so-called living wage fix a sum which will keep a family only above the poverty line. One's conception of what a living-wage should be will depend upon whether the working-man is considered as a mere producer of commodities, to be kept in repair as any instrument of production should be; or whether a man is considered as an end in himself. We are concerned with what is due a man, considered as a human being. Society must consider its members from this point of view if it hopes to attain a fullness of development. It must demand contributions to its fund of knowledge, its culture and its happiness, as well as to its material output. And it must see to it that its members are given the opportunity to make these contributions.

Several definitions have been given of what constitutes social efficiency, that is, the *content* of a living wage. Let us take John Mitchells' estimate of what the American standard demands, and see if the families considered in this report come up to his standard. He says, "the American standard of living should mean to the ordinary unskilled family, a comfortable house with at least six rooms." Sixty-four out of one hundred families lived in less than six rooms; thirty-six lived in six rooms or more—twenty-five having just six rooms. Practically all of these families are above the average of five or six members. "It should mean a bath-room, good sanitary plumbing, a parlor, dining-room and kitchen, and sufficient sleeping room that decency may be preserved and a reasonable degree of comfort maintained." Only one family had a bathroom. A high estimate would give scarcely one-fourth of the families good sanitary plumbing. Almost every family has a parlor, practically unused as such. To be sure, this was often turned into a bedroom at

night, but during the day it was a parlor. The dining-room and kitchen were almost invariably one room. "Sufficient sleeping-room" has been pretty thoroughly discussed under housing. From four to six, and eight, in one room. "The American standard of living should mean to the unskilled workman carpets, pictures, books, and furniture, with which to make his home bright, comfortable, and attractive for himself and his family." Carpets almost always covered the parlor; and those few families having a separate living-room frequently covered the floor with carpets or rugs. But carpets or rugs were so seldom used, even when possessed, that whatever enjoyment they gave was through a sense of ownership rather than of use. Religious pictures were found almost uinversally. Beyond this there was practically no indulgence in this form of decoration. The "attractive" furniture was placed in the unused parlor. Books were almost unknown. One enterprising agent, however, succeeded in working up quite a large subscription for novels published serially. He would come every week to deliver his little paper bound part of a Laura Jean Libbey story. Beyond this, there was only an occasional reader. "An ample supply of clothing, suitable for winter and summer, and above all, a sufficient quantity of good wholesome nourishing food at all times of the year." Very few of these families lacked sufficient clothing for warmth. Nourishing food is a difficult question. The customs of different nationalities are so diverse, that what the scientists would consider a proper menu would not be accepted by them; and they might be even then fairly well nourished. It is generally conceded, however, that we all might make improvements in our choice of foods. The poorer people can not set an appetizing table; they are too tired to eat properly, or too much hurried to linger over a meal for any length of time. Hence, they are given to store sauces, pickles, ketchups, to fried meats or anything that will make the food more appetizing. Probably none of these families are actually hungry, but most of them might be better nourished.

"The American standard of living moreover should mean to the unskilled workman that his children should be kept in school until they have attained the age of sixteen at least, and that he

be enabled to lay by sufficient to maintain himself and his family in times of illness or at the close of his industrial life when age and weakness render further work impossible, and to make provision for his family against premature death from accident or otherwise." Only six out of the one hundred and twenty-eight persons visited, remained in school after they were fourteen. Several of these families have saved a little. Two or three have even been able to buy a second house and lot. The difficulty is, however, that periods of illness, unemployment from lack of work and from accidents, come so frequently that any saving is soon eaten up. The purchase of a home is always accomplished at a sacrifice of health, cleanliness, education, and frequently morality even. And the wisdom of such sacrifice certainly may be questioned. If it is true that "the best interests of the community can only be attained by deliberately securing to each section of the workers those conditions which are necessary for the continuous and efficient fulfillment of its function is the social organism," it certainly cannot be said that this community is looking after the best interests of this section.

Income and Living Conditions of Girls Not Living at Home.

Just half of the girls who are not living at home pay regular rates for board and room. The other half either work for their board and room, or are living with some relative who does not exact the full amount of pay. "Regular rates" run from $2.25 to $3.50 per week. Most of the girls paying this amount lived in the homes of friends and were treated as one of the family. A few lived in rented rooms with strange families. For the group, which was so fortunate as to find homes with friends, conditions were not so bad. Someone was near in the case of sickness, or trouble; and the feeling that the family took an interest in her welfare kept the girls closer to the home circle and further away from the attractions of the street. It eliminated much of the loneliness which drives many into crude and immoral forms of pleasure. All but two of the girls of this group had lived most

of their lives in Milwaukee or at least in Wisconsin—nearly all of them were born in the state. Two or three were pretty much given over to questionable pleasures, but the majority of this particular group were American girls with American ideals.

Clinton and Reed streets in Milwaukee harbor the lowest class of lodging houses—lodging houses run in connection with saloons. The district lies from National Avenue north to the river. Nearer the river the district becomes tougher. The sailors and sea-faring men live here, and the homeless men who make their living by preying on others. Into this district is drifting the girl just over from the old country—girls from eighteen to twenty-three years old. She is needed by the wife of the lodging house keeper to help in the kitchen. She is needed to make the beds and do the cleaning. She is needed by the husband to tend bar. She is cheaper than men, and being strong and fresh from the farm of her native land, can clean the glasses and fixtures, and scrub the saloon floors. All of these things she can do after she has worked ten hours in the strange environment of the factory and earned each day eighty-five cents or a dollar. More than likely she has stood at her work all day. She has proven herself so valuable and so handy in the lodging house that occasionally she gives up factory work entirely and gives her whole time to the saloon. She does not seem to mind the drunken, carousing and leering men who crowd these places. Since the lodging houses are for men, one establishment does not use as a rule more than three or four girls—sometimes only one or two. These girls pay for their board by working before factory hours in the morning and after hours at nights. The money earned at the factory is, by many of them, sent home to their parents in the old country. One girl who had been here one year had sent home $22.00. Another who had been here ten months had sent home $40.00. Several of the girls were paying for their own transportation to America, the money having been advanced by a friend or relative. In nearly every case some relatives lived in this country but seldom did the girl live with them. Often she had lost trace of them entirely.

Out of the fifteen girls living and working in saloon boarding houses, all but five had come to this country within the year.

The five had been in the United States only two or three years. This class of girls was exceedingly hard to locate and very difficult to communicate with.

Lodging house quarters are crowded. There is not one sleeping room for every two persons. If it is a small room two or three girls may claim it alone. But even this does not insure privacy. Crowding always means familiarity. "What's thine's mine" seems to be the rule. In one place the men and women all sleep in one large room. A glance at the records of this group (Appendix B) will show conditions. We find that housing conditions for this group run five, six, or seven rooms with from nine to fifteen living in them. In one or two cases the owner of the saloon took no lodgers and the girls tended bar or cooked the food served at the bar. Sleeping conditions were then not so bad but the immoral surroundings were still there. One bright spot in this altogether dismal picture was a new brick saloon boarding house, clean and well kept. Its owner was a young intelligent Greek. The house had a very large dining-room where sixty men from the tannery took their noon meal. The up-stairs accommodated ten or fifteen lodgers, and about thirty men were regular boarders. Besides the wife of the owner, two girls were employed to help with the housework. This house was not in the district mentioned and if a new lodging center is to grow up, this should set a good example.

Two foreign girls who had arrived within the year were living in home boarding houses. One was eighteen, had been recently married and was living in a home with five men boarders, besides the owner, his wife and child. There were six rooms, two of them sleeping rooms. The other girl was twenty-one, was earning $6.00 a week, paid $8.00 a month for board, and helped with the work. Besides this girl there were ten or twelve men boarders, and a mother with two children. They lived in six rooms. What the future holds for girls in these circumstances cannot yet be determined. While they come from sturdy stock, with ideals far different from ours, yet the insidious undermining of moral standards by the ever present example of profligacy must surely leave many physical and moral wrecks.

Table XVII gives the weekly wages, cost of board and room and amount left for other purposes, for girls not living at home. The average amount of money left after paying living expenses was $4.15 for the girls who paid regular board; for the girls who worked for their board either in whole or in part, it was $5.60. The majority in the latter group make up the lodging house class just described. They were the foreign born girls who had but recently arrived in America—nearly all of them were sending money back home or paying for their passage to America. For the other girls the average amount of $4.15 a week must cover the cost of all clothing, street car fare, washing for those who hire it done, all doctor and dentist bills, all expenses for books, papers or magazines, pleasures, and any little additional room decorations, church dues, and all the little extra demands such as aid to a friend who is sick or in need, and little gifts to friend or family. Vacations, pleasure trips or home visits must also come out of this $4.15. And besides, this is the weekly rate and does not allow for periods of unemployment. So she must also save a little for times when work is slack or when she herself is sick and unable to work. The girl who was receiving the highest wages complained that she was always behind because she was "doctoring, doctoring, always doctoring." Two or three spent all they had and probably a little more, on dress and pleasure. But altogether, the business economy of girls, such as these in making ends meet, defies the wisdom of many who are better situated.

TABLE XVII.—*Weekly wages, cost of board, room and amount of money remaining, for girls not living at home.*

Average weekly income.	Cost of board.	Amount remaining for other purposes.	Average weekly income.	Cost of board.	Amount remaining for other purposes.
$8 22	$3 00	$5 22	$5 00	$3 50	$2 50
6 00	Works.	6 00	9 00	Works.	6 00
9 46	4 00	5 46	6 00	Works.	6 90
9 20	3 50	5 70	5 00	Works.	5 90
7 50	3 00	4 50	5 00	Works.	5 00
6 00	3 00	3 00	9 00	3 50	5 50
8 00	3 50	4 50	7 50	1 00	6 50
7 50	3 50	4 00	6 00	2 50	3 50
7 50	3 00	4 50	9 00	3 50	5 50
7 00	1 88	5 12	6 00	2 00	4 00
6 00	Works.	6 00	4 00	Works.	4 00
6 00	Works.	6 00	4 00	Works.	4 00
5 10	Works.	5 10	5 00	2 50	2 50
6 00	Works.	6 00	4 00	2 25	1 75

3. "Moral Overstrain."

Moral Overstrain: "In mechanics it is part of the engineer's profession to consider carefully the amount of physical weight and pressure which various substances will bear,—how many pounds a given girder will sustain; how much an upright. It is upon this science and its carefully figured mathematical details that the safety and well being of the housed community so largely depend. It is rather a sad thing when one thinks of it that the field of this sort of mathematics has such definite limitations and that we cannot by mathematical formula calculate the moral stress and strain and ascertain how far we can safely go in placing burdens on the character of those with whom we do business. The duty of not putting on the character of another a greater burden than it can safely bear is as important as any duty in the realm of morals."

No wiser word has been written in our day than the above by George Alger. All investigation confirms his statements. Even the much debated curse of intemperance is now pretty generally regarded as an effect rather than a cause. And we are beginning to realize that the companion vice of prostitution in women is so often an effect. When we come to know thoroughly and in detail the temptations and the conditions surrounding the working girls, we wonder at the strength of character they possess. For many have as fine qualities as can be found in any class of society. And for these we are grateful. But what of the others? Let us examine more closely the life that is possible for a girl in this economic group. What are her chances for the development of a life which American standards should demand and which will enrich society? Under how great a moral strain is she working?

Personal qualities always influence the outcome of a life but we find individual development corresponding pretty closely with the conditions and opportunities afforded by the economic surroundings of the girls. Occasionally boys and girls rise far above their environment, but we do not find many such. Unfortunately the line of limitation is placed at the top while the bot-

tom knows no limits. Outside the few exceptional cases at both ends there is a great body which makes up the type of the community and gives it its distinctive character. These form our special study.

Young girls are always extremely anxious to start to work. They dislike school and as one girl said, "T'was lots sweller to to go to the factory!" They hear their older sisters talking of her social life and they see her enjoy liberties which they know comes only with work outside the home. Right here begins the breaking-down of the control of the parents over the girl. As soon as she goes to work she becomes a lodger in the house of her parents. She leaves early in the morning—is not back until supper-time—then goes to bed or visits some friend. Her standards are from now on molded largely by the standards which exist in the place where she works and which hold with her especial group of friends. If they happen to be good she will likely be good; if bad she will be bad. All is new to her and all her interests center around the factory circle. She is "having a good time." As the girl grows older she must assume more of the family cares. Her own needs become greater. Her clothes are to be made; or she must help with the younger children's; perhaps the mother is not well and the washing and ironing must be done evenings, or the floor is to be scrubbed, and the dishes done. This is the critical point; the glitter of the early factory experience ends and its monotony and strain begin to break her physically; the home burdens pile up; and along with these there develops within the girl a natural and entirely just desire for fuller enjoyment of life. While some are not burdened with these duties, the majority must contend with them; and it is too often a loosing fight. Take the girls who have retained the best that is in them—and happily they form a large number,—What is their life? A few who have exceptional ability keep at their daily work in the factory; manage to help with the family cares at night, although they may have been standing for ten hours during the day; keep up a social life with a few chosen friends; and altogether develop as fine personalities as one meets anywhere. These are the few who form the bright side of the picture. One wonders what they might have

been if the pressure had been less constant, and greater opportunity for better things offered. Another group much larger than the above is made up of girls who have held on to the good but who have been crushed and deadened by their burdens. The routine of factory work, the home cares that fall to them after work, and the crowded and unhealthful living conditions have dissipated the natural and healthful cravings which stir and arouse bodily and natural activities.

They live a machine like existence and indifferently perform the functions of labor. They have no leisure for the interests and stimulating activities which they as human beings have a right to enjoy. In no way do they get connected up with the life of the community. Their own home is crowded and offers no place for the entertainment of friends. This is the class of girls that most arouses one's sympathy. They have retained the fundamental virtues. But they and the community are heavy losers because of this dead-level and joyless existence. Either their few years in school failed to make them aware of the stimulation of social and commercial life, or more likely, it is the after years that have robbed them of all spirit. Their only hope is for more leisure, less wearying work in the shop, fewer home cares and an opportunity for recreation. They need to be re-created, to enjoy the pleasures, and to share in the broader intelligence of the church, the school and the settlement.

We have spoken of the burdens of home and personal life,, which in addition to the day's work fall upon the girls as they grow older. Some we have seen stand up under them. Others fall. The moral strain has been too great. The life of glittering lights, of the excitement of legerdemain and magic; of the sweep of the imagination afforded by the stage picture; the love of good clothes, of admiration, of music, of anticipations, and new sensations—this new and different world, has caught them in its grip. They are freed from the bondage of physical wants. And no one can tell how soon those who have so far held to the good, will give way under the moral strain imposed upon them. In every factory are these girls who have "gone over the line." They tell to the others, to the stay-at-home girl, fascinating

stories of last night's dance and supper, and of the one that is going to be next Saturday, and the stay-at-home girl's curiosity is more than aroused. Perhaps she'll go next time. And very likely she does go, and goes again and again. Home miseries are forgotten. Pleasure is pleasure since she cannot foresee the cost. Her own home conditions unconsciously help to break down her moral standards. Crowding to say nothing of overcrowding, is an evil of the far reaching importance; it forbids privacy and is destructive of that attitude of delicacy and of true modesty which are props of a moral life.

The great sorrow is that these perfectly normal desires cannot be directed and satisfied in a way that would tend to the betterment of the girl rather than toward her downfall. While it is true that a large percent have "crossed the line," many of these girls are by no means devoid of all virtues. They frequently excel in some of the virtues which better situated girls entirely ignore. We really need a regarding of the virtues. Viciously bad girls are rare. Many simply go too far in their eagerness for a "good time." Others are betrayed by promises of marriages. Still others are simply stupidly bad. A few are to be blamed. All are to be pitied. It is the terrible failure of society to correlate a girl's powers, and her opportunity to exercise them. She finds the recreation which her nature rightly craves in the artificial stimulation of vicious pleasures. The barrenness of industrial life is relieved by the excitements of the stage and concert-hall. It arouses her desire to do, to be, to strive. And for the sake of gratifying these tastes she submits more easily and pleasantly, to the demands of shop work. The factory takes on a new interest. It becomes the means to a new and enticing end.

It is unfair to pass judgment until all conditions are known. Every community has a different set of social sanctions. Among the well-to-do, cleanliness, for instance, is a requisite. In another group, money is the censor designating who shall or shall not enter. In still another group, a certain amount or kind of education is a requisite. The cleanliness demanded by more favored circles, cannot be a requirement among the wage-earning class. They know that to be clean takes time, money and

space—things they have not an abundance of. Hence they are lenient with each other in this respect. Education obviously can not be a requisite in this group. Money likewise. But the community has certain standards which must be understood in order to judge fairly those living within its boundaries.

More than for any other trait, the working-girl is criticized for her extravagance in dress. But there is no station in life where this standard does not play a part. In the struggle for a livelihood the girl has come to understand the market value of good clothes. Dress is a great aid in bargaining ability. It shows a certain kind of alertness. In the church circles and in social affairs dress differentiates. Marriage is a legitimate goal and the girl has learned that men in selecting a wife are rightly attracted by a neat appearance. In every way the well dressed girl has the advantage over the one poorly dressed.

The standard of loyalty, of standing by each other is also very strongly developed. Among more primitive peoples it is not obscured by the refinements of reasoning. Here the square deal is, or is not. It may take a good fist-fight to enforce it; but afterwards it rules.

The kindness of the poor is proverbial; and their sympathy in cases of misfortune might well be patterned after by many in more favored circles. Knowing, understanding and living the life, they do not pass judgment as an outsider does. They appreciate the burdens, the desires and the temptations of the working girl, and they have mercy. They know that her poverty of home conveniences and comforts drive her to the poverty of the streets. They know that her poverty of decent opportunities for amusement and home companionship and of love drive her to the poverty of the companionship of chance acquaintances. We must devise some natural and wholesome expression for the longing after more varied experience, before we hope to reclaim a starved individuality.

Conclusion.

Employers complain of the inefficiency and unreliability of working women. And well they may. Employes complain of

low wages, irregular work and bad conditions. And well they may. Where does the difficulty lie? Or rather, the difficulties. The subject is complex but a few points stand out. Taking first shop conditions. The employer is working under a competitive system. To keep going the cost of production in his establishment cannot go much above that of others in the same industry. Profits, too, depend upon reducing the cost. Hence every energy is so directed that each detailed piece of work is produced at a minimum of expense. An increase in a quarter of a cent a unit must be accounted for. What is the result? No time or attention can be given to those factors which manifestly do not affect the cost of production. While there is work to be done the girls must keep steadily at work. But at other times they are usually left to their own devices. Although shop rules are made, aimed at safeguarding physical and moral conditions, the superintendents, bent upon reducing costs, do not have time to enforce them. For instance, the law requires seats for the use of females; but sitting interferes with work, hence the law becomes a dead letter.

The health of the employe, the prevention of accidents, conditions affecting morals, attempts to increase the efficiency of workers—for these things there is little time. Some managers, however, have come to understand the value of such regulations and have employed persons whose sole business it is to guard the welfare of the workers. They have realized that the efficiency of the worker is greatly increased by the strict enforcement of certain regulations. The managers of the larger tannery have recognized this and are taking steps to better conditions. Not only is this a humanitarian move but it is also wise from the point of view of production.

The question as to who is responsible for the ignorance and low standards of a very large group of workers cannot be easily stated. But since the conditions exists there should be no parleying over producing a change. Let the employer of this class of workers do all he can to better the situation. Then let us go to some of the more fundamental causes. From the experience of the writer among this class of workers, the one funda-

mental and absolute requirement is a longer period of training under the influence of the public schools. A girl should receive an education sufficiently fundamental and broad to enable her to take an intelligent interest in the community and especially in the home; an education which is wide enough to give her some choice as to what profession or trade she can enter with the greatest efficiency in work and happiness for herself. And we have learned that if the child does not seem to fit into school methods and requirements, the trouble lies with the methods and requirements rather than with the child.

Such attention should be given to her physical needs as to a reasonable degree of good health and enable her to withstand the strain of years of factory work. This is especially necessary for women because of their child-bearing function.

This extended public school training is the first great step in raising the standard of living and in increasing the efficiency of any community. When the period of schooling is over, and the girl steps out into the world to hustle for herself, she must not be confronted with conditions which will prove to be too great a strain on either physical or moral powers. The early training too will become a most vital factor toward raising the standard of her family. Foreign families coming to this country are in much the same condition as the children of our own country. Both need training in American ideals. But as yet we do practically nothing for the foreign family. They are swallowed up in industry which assumes no responsibility for their development. So far the younger children in these families are their, and our, only hope.

Unless we change the present demoralizing condition we will continue to see women, worn out by the work of their youth, unable to do their part in making happy and successful homes. Their children, if not given better opportunities, go through the same course and keep up the circle of vicious inefficiency. We can look for better conditions only with the increased intelligence and efficiency of the more fully developed girl, working in co-operation with an employer who recognizes that she is entitled in the workshop to cleanliness, to good sanitation, light and air; to

protection from dangerous machinery; to the removal of all brutalizing conditions, and of all conditions which place undue strain upon her moral character, even to excluding her from employment in certain industries. She should be entitled to every safeguard to health, such as shortening the work period, the opportunity for a nourishing noon meal; the prevention of undue strain upon her body, and breaks during the working hours for bodily rest. Only a thorough investigation into occupational diseases will give sufficient basis for legislative action on many of these points. Even yet many evil effects are not always a matter of "common knowledge" to the courts although they may be a matter of common knowledge in the community in which the workers live. And finally we must come to a realization sooner or later of the expediency of demanding a wage that will sustain minimum conditions of health and decency.

APPENDIX A.

This appendix presents the records of the bi-weekly wages of 106 out of the 595 girls as copied from the pay roll for 1906, January to June. These records are chosen from the total number to show the highest, lowest and average wages paid. They show also transiency and irregularity of employment, overtime and undertime. They show irregularity of earnings and the point brought out in the body of the report that the highest wages are not always received for the longest time spent at work. For piece workers hours are not always given. In making up the weekly average if a girl has quit work before the end of the two weeks as in numbers 24, 44, 70, 72, 75, etc., the wages earned during the fragment of the period are not counted in, in making an average weekly wage since there is no way of knowing that the girl did not begin work immediately some where else and thus earn a full two weeks'

wage. If the short time occurred while continuing work at the tannery as in numbers 33, 40, 72, for Feb. 15 and numbers 20, 63, 69, 101 and 103 on Feb. 28 the chances are the girl was either ill and unable to work full time or that there was no work for her (probably the former). And this low wage was all she received during that period and must be so considered in making up an average. Wages are averaged only for those who staid four months or more.

The first twenty-three are the records of the weekly wages of girls in the ironing department. These girls are the steadiest workers and receive the highest wages paid to women in the tannery. They are among the oldest both in years and in length of service. A greater similarity of earnings will be noted as the girls do not change so often and "team work" is developed to a much greater degree.

Numbers 24 to 50 inclusive represent the better class of workers in the chrome finishing department. Three or four special day workers are not among this number. These girls are fairly steady and earn average wages. Irregularity in earnings and employment may be noted also in this group, nevertheless it is the most typical group of the industry.

Numbers 51 to 106 inclusive show primarily transiency. Large numbers leave whose places must be filled by new workers. The wages earned as shown from numbers 70 to 106 represent the lower paid workers—the work requires less care and strength and the girls are younger, although none are under sixteen.

APPENDIX A.—*Women Workers in Milwaukee Tanneries—Extracts from pay roll.*

No.	Rate.	Jan. 15.		Jan. 31.		Feb. 15.		Feb. 28.		Mch. 15.		Mch. 31.		Apr. 15.		Apr. 30.		May 15.		May 31.		June 15.		June 30.		Weekly wages.		
		Hrs.*	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	High.	Low.	Av.
1	(Piece work)	120	$20 09	140	$23 34	...	$22 50	...	$19 90	...	$21 66	140	$23 34	...	$19 83	...	$22 91	130	$21 67	...	$20 17	...	$22 25	...	$21 69	$11 67	$9 75	$10 75
2	"	120	18 11	140	21 68	...	21 06	...	17 38	...	19 39	140	18 45	...	17 66	...	20 29	130	18 41	...	16 60	...	19 60	...	19 61	10 85	8 30	9 45
3	"	120	18 10	140	21 74	...	21 04	...	17 39	...	19 41	142	19 09	...	17 65	...	20 27	130	18 43	...	16 78	...	19 60	...	19 61	10 87	8 39	9 54
4	"	120	18 11	140	20 14	...	18 09	...	17 52	...	19 44	141	20 04	...	17 55	...	20 27	130	17 32	...	15 28	...	19 62	...	19 63	10 14	7 64	9 30
5	"	120	17 62	140	21 80	...	21 12	...	14 91	...	19 39	139	20 01	...	17 67	...	20 26	130	16 91	...	16 79	...	19 62	...	19 62	10 90	7 45	9 40
6	"	120	18 02	140	22 03	...	21 04	...	17 39	...	19 41	140	20 05	...	17 66	...	20 29	130	18 41	...	16 61	...	19 56	...	19 64	11 01	8 30	9 59
7	"	120	16 88	140	20 92	...	20 96	...	17 38	...	19 40	143	19 98	...	17 67	...	18 59	120	18 45	...	13 02	...	19 62	...	19 64	10 48	6 51	9 27
8	"	121	16 44	141	21 81	...	21 07	...	17 39	...	19 42	143	20 03	...	17 63	...	20 25	130	18 47	...	16 93	...	19 63	...	18 06	10 90	8 22	9 46
9	"	122	17 93	139	21 08	...	19 48	...	17 38	...	19 05	141	19 71	...	16 17	...	20 25	131	16 86	...	16 79	...	19 63	...	18 62	10 54	8 08	9 27
10	"	119	18 03	136	19 28	...	18 29	...	16 76	...	19 42	139	19 27	...	17 53	...	20 24	132	17 02	...	16 30	...	19 64	...	18 97	10 12	8 15	8 20
11	"	118	12 81	122	17 74	...	19 37	...	16 81	...	19 82	140	20 05	...	17 68	...	19 70	131	17 51	...	16 74	...	20 68	...	19 57	10 34	6 40	9 09
12	"	120	15 91	120	16 61	...	20 05	...	17 38	...	19 38	140	19 88	...	17 70	...	19 76	130	18 40	...	17 13	...	19 61	...	19 59	10 02	7 95	9 22
13	"	120	16 94	140	20 84	...	19 47	...	17 90	...	19 38	136	18 67	...	17 66	...	19 39	135	18 43	...	16 15	...	20 19	...	19 64	10 42	8 07	9 35
14	"	121	14 48	142	20 28	...	19 93	...	17 06	...	19 40	137	19 73	...	17 73	...	18 76	134	19 09	...	17 15	...	19 61	...	19 58	10 19	7 24	9 29
15	"	118	11 97	120	18 22	...	13 77	...	14 76	...	11 78	137	14 76	...	12 72	...	17 66	130	16 44	...	16 69	...	17 99	...	17 95	8 99	5 89	7 61
16	"	129	16 23	140	20 57	...	17 59	...	15 64	...	17 69	141	16 82	...	11 58	...	16 58	130	15 60	...	15 99	...	17 57	...	18 53	10 19	5 79	8 56
17	"	120	16 10	139	20 84	...	17 59	...	14 48	...	16 26	140	15 91	...	14 90	...	16 58	130	17 04	...	16 91	...	14 26	...	18 83	10 42	7 13	8 32
18	"	121	16 29	139	20 41	...	16 77	...	15 02	...	17 81	138	16 53	...	14 92	...	17 14	132	16 94	...	16 04	...	18 37	...	18 02	10 20	7 46	8 55
19	"	...	10 00	...	15 67	...	16 22	...	13 67	...	6 57	...	1 28	...	.. .	...	.....	...	.....	...	.....	...	.....	...	.....	8 11	3 28	6 21
20	"	114	8 45	120	13 92	...	12 40	...	6 50	...	10 29	10	1 80	...	.....	...	.....	...	.....	...	.....	59	6 45	105	11 54	6 96	3 25	5 26
21	"	121	18 03	140	21 87	...	20 86	...	17 35	...	19 41	141	19 31	...	16 16	...	18 77	133	18 53	...	16 95	...	19 63	...	17 97	10 93	8 08	9 37
22	"	...	....	...	.....	...	9 28	...	12 51	...	17 01	139	15 43	...	17 47	...	19 60	130	15 50	...	11 16	...	19 61	...	18 91	9 80	5 58	7 82
23	"	...	.....	...	.....	...	.....	...	7 90	...	15 34	140	9 30	...	11 81	...	16 09	130	14 33	...	2 98	...	.....	...	.....	8 04	4 65	6 23
24	"	...	13 39	...	14 47	...	13 34	...	10 75	...	14 44	112	13 79	...	12 99	...	12 27	59	5 65	...	.....	...	.....	...	.....	7 39	5 37	6 59
25	"	...	13 42	...	14 68	...	12 59	...	11 46	...	14 45	112	13 95	...	12 89	...	14 49	131	18 17	...	13 88	...	17 21	...	21 00	10 50	5 73	7 30
26	"	...	7 26	139	13 45	...	13 25	...	10 81	...	14 46	113	12 80	...	12 99	...	14 54	135	18 38	...	7 73	...	.....	...	.....	9 19	3 63	6 28
27	"	...	13 42	141	14 85	...	13 34	...	10 71	...	14 42	115	13 93	...	13 00	...	13 72	130	14 58	...	13 73	...	13 70	...	15 48	7 44	5 35	6 87
28	"	...	13 42	139	14 87	...	13 34	...	10 72	...	14 41	140	13 93	...	11 84	...	14 06	134	14 26	...	13 61	...	12 83	...	16 09	8 04	5 36	6 80
29	"	...	13 42	132	13 33	...	13 34	...	8 47	...	14 45	113	12 86	...	12 99	...	12 36	131	18 17	...	13 76	...	17 01	...	15 64	9 09	4 28	6 91
30	"	...	12 92	140	14 46	...	11 94	...	10 72	...	14 46	112	13 94	...	12 99	...	14 54	130	18 37	...	13 91	...	15 34	...	16 73	9 18	5 36	7 10
31	"	...	19 65	135	19 41	...	13 54	...	9 51	...	12 88	102	9 21	...	16 45	...	17 24	130	18 66	...	15 99	...	17 38	...	16 88	9 85	4 60	7 78
32	"	...	21 96	138	23 52	...	20 65	...	11 61	...	21 14	137	17 33	...	.....	...	.....	...	.....	...	.....	...	.....	...	.....	.....	.....	.....
33	"	...	18 90	139	18 06	...	3 58	...	8 94	...	13 37	137	15 72	...	15 17	...	15 66	131	15 70	...	17 55	...	17 15	...	15 80	9 45	1 74	6 68
34	"	...	19 56	135	18 83	...	15 00	...	12 18	...	18 51	136	18 22	...	14 75	...	17 52	135	19 25	...	17 31	...	18 20	...	17 45	9 78	6 09	8 62
35	"	...	13 17	...	19 33	...	13 32	...	5 85	...	12 35	135	14 89	...	14 40	...	11 89	136	13 33	...	9 95	...	14 65	...	10 86	9 66	2 92	6 41
36	"	...	17 83	133	19 42	...	15 14	...	5 13	...	11 79	137	14 83	...	14 80	...	12 53	134	13 62	...	11 03	...	14 83	...	12 87	9 71	2 56	6 87
37	"	...	19 35	137	20 21	...	21 61	...	11 63	...	18 83	140	19 64	...	18 12	...	15 13	131	15 21	...	17 33	...	18 38	...	15 14	10 80	5 81	8 75
38	"	...	12 92	129	11 89	...	14 25	...	7 15	...	9 96	...	.....	...	.....	...	.....	...	.....	...	.....	...	.....	...	.....	.....	.....	.....
39	"	...	13 16	134	13 27	...	12 43	...	8 08	...	11 82	138	17 97	...	18 23	...	14 95	137	12 44	...	12 99	...	14 50	...	12 40	9 11	4 05	6 76
40	"	...	10 48	11	3 62	94	7 85	...	6 87	...	10 95	135	11 25	114	9 59	...	8 83	77	6 46	...	.....	...	.....	...	.....	5 62	1 81	4 33

* Half hours not recorded.

41	"	120	19 05	143	17 32	....	21 09	....	13 29	....	17 61	136	15 20	....	20 95	....	17 85	131	20 38	....	17 88	....	17 27	....	14 66	10 55	6 65	8 85
42	"	120	20 31	134	19 36	....	21 30	....	13 16	....	17 73	139	20 12	....	18 09	....	19 36	101	19 94	....	16 69	....	16 17	....	17 07	10 65	6 58	9 14
43	"	120	14 11	140	20 38	....	16 46	....	11 94	....	14 48	140	18 90	....	17 20	....	17 37	89	16 86	....	16 77	....	2 29	....	.....	10 19	5 92	8 23
44	"	120	12 92	139	13 97	....	14 14	....	9 97	....	14 22	141	15 53	....	13 50	....	13 07	131	16 24	....	6 14	....	.....	....	.....	8 12	4 98	6 86
45	"	120	13 05	131	13 07	....	13 12	....	6 35	....	14 17	91	9 09	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
46	"	120	18 08	140	17 06	....	17 32	...	12 49	....	17 30	139	19 23	....	15 49	....	13 63	133	15 30	....	14 97	....	15 54	....	5 07	9 60	6 25	7 55
47	"	122	17 47	140	17 36	....	19 61	....	9 49	....	15 38	136	14 54	....	17 00	....	13 87	131	12 18	....	15 67	....	14 60	....	14 39	9 80	4 75	7 60
48	"	112	16 33	140	17 92	....	13 78	....	10 48	....	14 31	139	16 25	....	15 20	....	15 31	50	4 98	....	15 17	....	4 66	....	.....	8 95	2 50	7 00
49	"	122	17 59	141	18 79	....	1 18	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
50	"	125	14 99	139	15 26	....	15 03	....	10 04	....	15 02	133	16 15	....	15 77	....	11 18	138	19 20	....	13 44	....	13 65	....	13 97	8 05	5 00	7 10
51	(Hour work)	120	14 00	143	16 68	129	15 09	99	11 61	130	15 17	140	16 33	118	13 77	134	15 63	126	14 76	135	15 75	120	14 00	129	15 11	8 34	5 80	7 40
52	"	115	12 46	149	16 20	120	13 00	100	10 83	100	10 8	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
53	"	120	13 00	149	16 20	130	14 08	100	10 83	130	14 08	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
54	"	....	.....	148	14 80	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
55	"	119	11 90	148	14 80	119	11 90	85	8 50	127	12 75	140	14 00	119	11 90	134	13 45	130	13 00	135	13 50	130	13 00	130	13 00	7 49	4 25	6 32
56	"	120	12 00	140	14 00	130	13 00	100	10 00	130	13 00	140	14 00	110	11 00	100	10 00	140	14 00	132	13 20	112	11 25	130	13 00	7 00	5 00	6 19
57	"	110	10 08	148	13 61	116	10 63	105	9 62	127	11 69	140	12 83	117	10 72	93	8 52	....	.....	....	.....	....	.....	....	.....	6 80	4 81	5 51
58	"	110	10 08	146	13 38	130	11 92	95	8 71	127	11 69	108	9 90	107	9 85	120	11 05	128	11 78	126	11 50	130	11 92	121	11 09	6 09	4 35	5 54
59	"	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
60	"	120	10 00	153	12 75	125	10 42	105	8 75	122	10 21	135	11 25	83	6 96	132	11 00	....	.....	....	.....	....	.....	....	.....	6 37	3 48	5 09
61	"	120	11 00	129	11 82	111	10 22	85	7 79	90	8 25	120	11 00	118	10 82	114	10 50	105	9 72	....	.....	....	.....	....	.....	5 91	3 89	5 00
62	"	120	10 00	149	12 46	130	10 83	100	8 33	130	11 92	....	.....	....	.....	....	.....	....	.....	....	.....	50	4 58	124	12 40	.....	.....	.....
63	"	110	9 17	134	11 21	90	7 50	30	2 50	127	10 62	139	11 62	107	8 96	124	10 33	48	4 04	....	.....	....	.....	....	.....	5 60	1 25	4 49
64	"	117	9 79	153	12 75	120	11 00	98	9 03	122	11 23	137	12 60	108	9 95	134	12 28	124	11 37	134	13 45	124	12 45	128	12 80	6 73	4 51	5 78
65	"	90	6 75	148	11 10	129	9 67	103	7 76	48	3 64	150	10 50	116	8 74	127	9 68	134	10 05	125	9 37	130	10 83	130	10 83	5 55	1 82	4 54
66	"	120	10 00	141	11 79	130	10 83	85	7 08	130	10 83	130	10 83	118	9 83	132	11 03	130	10 83	135	11 25	125	10 52	133	11 13	5 89	3 54	5 30
67	"	109	9 08	122	10 21	130	10 83	105	8 75	127	10 62	140	12 83	97	8 94	134	12 33	123	11 27	135	12 37	129	11 87	129	11 87	6 41	4 38	5 45
68	"	79	5 93	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
69	"	110	7 33	143	9 57	120	8 00	80	5 33	107	7 17	120	8 67	98	6 53	16	1 06	....	.....	....	.....	....	.....	....	.....	4 79	2 63	3 76
70	"	75	5 00	139	9 21	120	8 00	100	6 57	127	8 50	140	9 33	108	7 23	130	8 67	128	8 60	134	8 93	60	4 00	....	.....	4 62	3 33	4 01
71	"	75	5 00	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
72	"	94	6 27	143	9 57	90	6 00	105	7 00	127	8 50	125	8 33	89	5 93	45	3 00	....	.....	....	.....	....	.....	....	.....	4 78	2 96	3 66
73	"	119	7 93	140	9 33	125	8 33	105	7 00	127	8 50	135	9 00	119	7 93	129	8 00	129	8 60	129	8 60	130	8 61	130	8 67	4 66	3 50	4 19
74	"	65	4 33	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
75	"	78	4 55	130	7 58	129	7 55	99	5 77	127	7 44	130	7 58	112	6 53	136	7 92	129	7 52	125	7 29	30	1 75	....	.....	3 96	2 88	3 48
76	"	74	4 32	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
77	"	98	5 72	149	8 17	126	7 38	99	5 77	122	7 15	140	8 17	119	6 94	136	7 93	129	7 52	125	7 29	130	7 58	132	8 80	4 40	2 88	3 70
78	"	110	6 42	140	8 17	127	7 41	99	5 77	122	7 44	140	8 17	113	6 62	71	4 14	....	.....	....	.....	....	.....	....	.....	4 09	2 88	3 57
79	"	109	6 36	139	8 14	118	6 91	15	90	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
80	"	120	8 00	135	9 00	129	8 60	100	6 67	127	8 50	130	8 67	112	7 47	125	8 33	....	.....	....	.....	....	.....	....	.....	4 50	3 33	4 52
81	"	120	7 00	140	8 17	130	7 58	100	5 83	50	2 95	140	8 17	118	6 88	130	7 58	119	7 93	125	7 29	145	9 70	127	8 50	4 85	1 47	3 65
82	"	119	6 94	140	8 17	124	7 23	105	6 62	130	7 58	135	7 81	119	6 94	129	7 54	129	7 52	127	8 60	130	8 67	130	8 67	4 33	3 31	3 82
83	"	110	6 45	18	1 05	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
84	"	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
85	"	119	6 94	152	8 87	130	7 58	98	5 72	127	7 44	135	7 87	100	5 83	124	7 26	99	5 77	....	.....	....	.....	....	.....	4 43	2 86	3 59
86	"	109	6 36	145	8 46	99	5 77	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
87	"	74	4 32	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....
88	"	108	6 30	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	....	.....	.....	.....	.....

APPENDIX A.—*Women Workers in Milwaukee Tanneries—Extracts from pay roll*—Continued.

No.	Rate.	Jan. 15.		Jan. 31.		Feb. 15.		Feb. 28.		Mch. 15.		Mch. 31.		Apr. 15.		Apr. 30.		May 15.		May 31.		June 15.		June 30.		Weekly wages.		
		Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages	Hrs	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	Hrs.	Wages.	High.	Low.	Av.
89	(Hour work)	78	$3 90	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
90	"	120	11 00	141	$12 97	120	$11 00	100	$9 17	130	$11 92	140	$12 83	119	$10 91	139	$12 74	130	$11 96	135	$12 37	128	$11 73	123	$11 32	$6 49	$4 59	$5 81
91	"	118	10 82	136	12 51	118	10 82	100	9 17	129	11 82	....	....	....	....	120	....	....	....	....	....	....	....	....	....	6 25	4 59	5 51
92	"	120	10 00	131	10 95	130	10 83	100	8 33	130	10 83	140	11 67	112	9 37	138	11 54	130	10 83	135	11 25	130	10 83	133	11 12	5 83	4 16	5 31
93	"	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
94	"	115	8 62	144	10 84	129	9 67	99	7 46	129	9 71	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
95	"	120	8 00	144	9 63	130	9 75	100	7 50	130	9 75	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
96	"	120	8 00	145	9 67	130	8 67	100	6 67	130	8 67	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
97	"	90	5 25	145	8 46	130	7 58	100	5 83	130	7 58	140	8 17	39	2 27	....	....	....	....	....	....	....	....	....	....	4 23	2 63	3 57
98	"	90	5 25	140	8 17	30	1 75	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
99	"	70	4 08	130	7 58	130	7 58	100	5 83	127	7 44	140	8 17	119	6 94	130	7 58	....	7 00	39	2 27	....	....	....	....	4 09	2 91	3 46
100	"	59	3 44	115	6 71	128	7 50	98	5 75	80	4 67	....	....	....	....	120	....	....	....	....	....	....	....	....	....	....	....	....
101	"	35	2 07	140	8 17	129	7 55	79	4 64	122	7 15	130	7 58	119	6 94	114	6 65	....	....	....	....	....	....	....	....	4 09	2 32	3 47
102	"	30	1 50	135	6 75	128	6 42	100	5 00	127	6 37	120	6 00	119	5 95	125	6 27	129	6 45	128	7 50	120	7 00	120	7 00	3 75	2 50	3 21
103	"	10	75	143	10 76	129	9 71	71	5 32	127	10 62	139	11 58	98	8 21	....	....	....	....	....	....	....	....	....	....	....	....	....
104	"	10	50	95	4 75	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
105	"	....	....	147	8 46	110	6 42	100	5 83	130	7 58	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
106	"	....	....	145	8 46	130	7 58	100	5 83	130	7 58	140	8 17	39	2 27	....	....	....	....	....	....	30	2 00	140	9 33	4 66	2 91	3 91

APPENDIX B.

EMPLOYMENT HISTORY, FAMILY INCOME, AND HOUSING CONDITIONS OF WOMEN WORKERS IN MILWAUKEE TANNERIES.

APPENDIX B.—*Women workers in Milwaukee tanneries.*

Number.		Born in	Descent.	Age.	Employment history.						
Temporary.	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation	Weekly wages.	Time employed.
1	23	Milwaukee...	German.....	23				Knitting..... Knitting..... Knitting..... Tannery.....	..... Machine..... ..... Washing.....	$1 80 3 00 4 00–5 00 4 60–9 85	1 yr. 2 yrs. 1½ yrs. 4½ yrs.
2	105	Milwaukee...	Polish.....	23	Polish Catholic....	13	13	Enameling..... Tannery..... Enameling.....	Machine..... Seasoning..... Machine.....	$4 00 8 75 (8 hrs) 4 40	4 yrs. 3 yrs. 6 mos.
3	101	Illinois.....	Polish.....	22	Polish Catholic....	13	14	Fly nets..... Knitting..... Shoe fa tory..... Knitting..... Tannery.....	Machine..... Machine..... Trimming..... Machine..... Ironing	$2 50– 3 00 2 00– 3 50 4 00 3 00– 5 00 8 30–10 85	3 mos. 2 mos. 8 mos. 2 mos. 4 yrs.
4	104	Germany.....	German.....	21	Polish Catholic....	14	15	Fly nets..... Brewery..... Enameling..... Tannery.....	Machine..... Washing..... Soldering ..... Staking	$1 40 4 00–6 50 3 75–4 50 4 95–6 90	8 mos. 4 mos. 2½ yrs. 4 yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Weekly income. Personal.	Weekly income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father....	.....	Tannery.....	.....	.....	$15 00	Regular.....	Own..	8	6	No. 1 lost one finger.
2	Female...	18	Tailor.....	.....	.....	5 00	Seasonal.				
3	Female...	14	Tailor.....	.....	.....	3 50	Seasonal.				
4	Female...	23	Tannery.....	Washing.....	.....	7 78	Regular.				
					Total.....	$31 28					
1	Father....	67	Scrap iron.....	Laborer.....	.....	$7 50	Regular.....	Own..	3	3	No. 2 discharged from tannery; not bright.
2	Female...	23	Enameling.....	Machine.....	.....	4 40	Regular.				
				Sublet.....	.....	1 25					
					Total.....	$13 15					
1	Father....	45	.....	.....	.....	.....	.....	Own..	4	11	Father not worked for two years; head and back injured in coal yard; no damages or assistance received. Oldest girl deaf caused by exposure to cold.
2	Mother...	40	Brewery	Washing.....	.....	$6 00	Seasonal				
3	Mother...	40	.....	Scrubbing.....	.....	1 00–2 00	Occasional.				
4	Female...	22	Tannery.....	Ironing.....	.....	9 45	Regular.				
5	Male.....	17	.....	.....	.....	.....	Tramp.				
6	Female...	14	Candy.....	.....	.....	3 00	Regular.				
				Sublet.....	.....	1 25					
					Total.....	$21 70					
1	Father....	45	Tannery.....	Beam house.....	.....	$11 00	Regular.....	Own..	4	9	No. 2 does night work at brewery during 2 months rush season; works from 8 P. M. to 6 A. M.
2	Male.....	21	Tannery.....	Russia coloring..	.....	5 90	Regular.				
3	Female...	19	Dressmaking	.....	.....	6 00					
4	Male.....	18	Tannery.....	Staking.....	.....	8 40	Regular.				
5	Female...	16	Tannery.....	.....	.....	4 00					
					Total.....	$35 30					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in.	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
5	118	Milwaukee...	German.....	18	Public.....	14	16	Tannery.....	Hand.....	$3 90-7 40	2 yrs.
6	132	Milwaukee...	Polish.....	19	Polish Catholic....	14	14	Knitting..... Tannery.....	Machine..... Machine.....	$5 00- 7 00 6 05-11 75	3 yrs. 4 yrs.
7	133	Milwaukee...	Polish.....	18	Polish Catholic....	13	14	Box factory..... Binder..... 5 binderies..... Tannery.....	Hand..... Hand. Hand..... Ironing.....	$2 00 4 50 5 00-9 00	4 mos. 2 m. 2 yr 2 yrs.
8	59	Milwaukee...	Polish.....	21	Polish Catholic....	14	14	Tannery. ..... House work.....	Hand..... At home.....	$4 09-6 58	4 yrs. 3 yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Weekly income. Personal.	Weekly income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father....	53	Tannery.....	Sorting....	.....	$10 50	Regular.....	Own..	7	5	Father in tannery 18 years.
2	Female...	18	Tannery.....	Checking	.....	6 30	Regular.				
3	Female...	20	Hotel.....	Pantry.....	$4 75	3 00	Regular.				
					Total.....	$19 80					
1	Father....	60	Stove foundry...	Laborer.....	.....	$9 00	Irregular.....	Own..	7	6	Numbers 2 and 3 pay board.
2	Female...	23	Harness.....	Hand.....	.....	4 50	Regular.				
3	Female...	27	Wholesale house	Packer....	.....	3 50	Regular.				
4	Female...	19	Tannery.....	Glazing.....	.....	10 05	Regular.				
				Sublet.....	.....	6 00					
					Total.....	$33 05					
1	Father....	47	R. R. shops.....	.....	.....	$12 60	Regular.....	Own..	9	8	Well-to-do family.
2	Male.....	23	.....	Student.....	.....	.....					
3	Male.....	21	R. R. shops.....	....	.....	12 00	Regular.				
					Total.....	$24 60					
1	Father. ..	54	Owns saloon and	Grocery.....	.....	.....	Regular.....	Own..	8	9	
2	Male.....	23	Owns team.....	....	.....	.....	Irregular.....				
3	Male.....	18	Machinist.....	.....	.....	$6 00	Regular.....				
4	Male.....	16	Machinist.....	.....	.....	3 25	Regular.....				
5	Female ..	21	Tannery.....	.....	.....	5 28	Regular.....				
					Total ...	$14 53					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
9	68	Milwaukee...	German.....	23	German Lutheran.	13	13	Knitting..... Tannery.....	Hand..... Machine.....	$1 25-3 75 6 24-9 66	5 yrs. 5 yrs. .....
10	76	Milwaukee...	Polish.....	18	Polish Catholic....	13	13	Knitting..... Candy..... Enameling..... Tannery.....	Hand..... Hand..... Hand..... Hand.....	$2 00 2 50 3 50 1 80-6 90	2 weeks 1 yr. 6 mos. 4 yrs.
11	85	Milwaukee...	German.....	21	German Lutheran.	13	14	Box factory..... Knitting..... Tannery.....	Hand..... Hand..... Machine.....	$1 50 1 75-3 50 6 50-10 20	2 mos. 3½ yrs. 3 yrs.

APPENDIX B,—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father...	45	Tannery.....	Watchman.....	.....	$11 00	Regular.....	Own..	6	6	No 1 works 13 hours a day—been in tannery 18 years—4 children dead. Family has much sickness—one child died of tuberculosis—"medicine always stands by the sink."
2	Female..	23	Tannery.....	Hand	$8 40	4 00	Regular.....				
3	Female..	17	Tannery.....	Hand	.....	5 00	Irregular.....				
					Total ...	$20 00					
1	Female..	20	Knitting.....	Machine.....	.....	$5 00	Regular.....	Own..	2	3	Father dead.
2	Female..	18	Tannery.....	Hand	.....	4 05	Regular.....				
....	.....	.....	.....	Sublet.....	.....	1 00	.....				
					Total ...	$10 05					
1	Father...	53	.....	.....	.....	.....	.....	$7 00	4	10	No. 1 drinks—no support to family. No. 3 has tuberculosis and unable to earn. Nos. 5 and 6 home 3 months. A married sister worked 8 years as forelady in packing room of knitting mill, receiving at end of period $5.50 per week.
2	Mother...	50	.....	Scrubbing.....	.....	$3 00	Irregular.....				
3	Male.....	25	.....	.....	.....	.....	.....				
4	Female..	21	Tannery.....	Glazing.....	.....	8 85	.....				
5	Male.....	18	Hat factory.....	Hand	.....	9 00	Irregular.....				
6	Male.....	16	Hat factory.....	Hand	.....	5 50	Irregular.....				
					Total...	$26 35					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
12	137	Wisconsin....	Polish.....	22	Polish Catholic....	12	.....	Boots and shoes.	Machine.....	$3 50	1 yr.
								Knitting.....	Machine.....	5 00-6 00	1 yr.
								Knitting.....	Machine.....	6 00-7 00	1 yr.
								Cigars.....	Hand.....	3 and board	1½ yrs.
								Hotel.....	Laundry.....	3 and board	6 mos.
								Tannery.....	Machine & hand	3 90-7 90	2½ yrs.
13	150	Milwaukee...	German.....	20	Polish Catholic....	13	13	Enameling.....	Hand.....	$3 00-3 25	6 mos.
								Knitting.....	Hand.....	2 40	2 mos.
								Boots and shoes.	Hand.....	2 50	3 mos.
								Tannery.....	Hand.....	4 25-6 70	
14	173	Milwaukee...	Polish.....	18	Polish Catholic....	14	14	.....	Sewing.....	$6 00	
								Tannery.....	.....	.....	1½ yrs.
								.....	Sewing.....	15 00	6 mos.
15	202	Milwaukee ..	German	19	German Lutheran	13	13	.....	Housework	$1 25	3 mos.
								Candy	Packing.....	2 00- 2 25	6 mos.
								Candy	Packing	2 75	3 mos.
								Bag factory	Sewing.....	4 00- 5 00	2 yrs.
								Tannery.....	Sorting	5 80- 8 35	3 yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father...	63	Carpenter.....	.....	.....	$21 00	Irregular.....	Own..	6	5	No. 1, no work in winter. Nos. 2 and 3 state they had to leave tannery on account of poor eyes.
2	Female ..	22	Tannery.....	Sorting	$7 05	3 00	Regular.				
3	Female ..	21	Tannery.....	.....	.....	3 00	Regular.				
4	Female ..	16	.....	Clerical.....	.....	3 75	Irregular.				
....	.....	.....	.....	Sublet.....	.....	1 75	.....				
....	.....	.....	.....	Boarders	.....	3 00	Regular.				
....	.....	.....			Total ...	$35 50					
1	Father...	45	.....	Teamster.....	.....	$11 00	Irregular	$9 00	6	10	Two children dead. No. 1 works from 5 a. m. to 7 p. m.
2	Female ..	20	Tannery.....	Trimming.....	.....	5 40	Irregular.				
3	Female ..	16	Art glass.....	Hand	.....	3 75	Regular.				
					Total ...	$20 15					
1	Male.....	20	.....	Watchman.....	.....	$8 00	Regular.....	$5 00	4	7	No. 2 unable to stand work at tannery—made her sick. Father dead.
2	Female ..	18	Tannery.....	Machine.....	.....	5 00	Irregular.				
3	Female ..	16	Candy.....	Dipping.....	.....	4 00	Regular.				
					Total ...	$17 00					
1	Father...	.....	Tannery	Teamster.....	.....	$11 50	Regular	Own..	10	7	No. 1. Been in tannery 12 years.
2	Female ..	19	Tannery	Sorting	.....	7 40	Regular.				
3	Female ..	18	Tannery	Sorting	.....	9 00	Regular.				
4	Male	17	Machinery.....	Drill	.....	9 00	Regular.				
					Total ...	$32 90					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Parentage.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wage.	Time employed.
16	214	Milwaukee ..	Polish.....	20	Polish Catholic ...	13	15	Hammocks... ... Hotel ..... Tannery.....	Hand ..... Hall girl..... Glazing	$2 50 3 00 4 60-7 50	2 mos. 9 mos. 2½ yrs.
17	224	Milwaukee ..	German.....	25	German Lutheran	13	14	Knitting ..... Brewery ..... Tannery	Machinery..... Hand ..... Machinery.....	$2 00-3 50 5 50 3 35-8 05	..... 2 yrs. 3 yrs.
18	234	Milwaukee ..	Polish.....	21	Polish Catholic....	12	.....	Candy ..... Box factory..... Knitting..... Buiscuit Co..... Tannery	During vacations ..... Machinery..... Icing.....	$1 60 2 00-3 00 2 40 4 50 4 35-9 95	..... 8 mos. 2 yrs. 1 yr.
19	236	Milwaukee ..	German.....	18	Polish Catholic....	14	14	Sewing..... Tannery	Cutting ..... Sorting	$3 00 2 50-4 30	1 yr.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income, weekly. Personal.	Income, weekly. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father...	58	Machinery.....	Trolley	.....	$9 60	Irregular.....	$5 00	4	5	No. 2. Finger hurt in tannery.
2	Female ..	20	Tannery.....	.....	.....	6 45	Regular.				
					Total ...	$16 05					
1	Father...	54	Brewery	Fireman.....	.....	$17 50	Regular	Own..	4	7	Bath room in home.
2	Female ..	25	Tannery.....	Glazing.....	.....	6 75	Regular.				
3	Female ..	19	Knitting.....	Machinery	.....	5 50	Regular.				
4	Male	17	Steel Mills.....	Oiler	.....	10 80	Regular.				
5	Female ..	15	.....	Seamstress apprentice.							
					Total ...	$40 55					
1	Fa r...	.....	Stone quarry	Helper.....	.....	$9 90	Irregular.	Own..	6	10	No. 1. Hurt on railroad and laid up 8 months. Wages were paid during that time.
2	Male	23	Automobile wks.	Helper.....	.....	10 50	Regular.				
3	Female ..	21	Tannery.....	Glazing	.....	7 60	Regular.				
4	Female ..	19	Box factory	Machinery	.....	6 00	Regular.				
					Total ...	$34 00					
1	Father...	57	Machine shop ...	Laborer.....	.....	$9 60	Regular	Own..	5	6	No. 1. Very frequently hurt in steel mills. Laid off many times. Leg now partly paralyzed.
2	Male	19	Bridge const....	Helper.....	.....	10 00	Irregular.				
3	Female...	18	Tannery	Sorting	.....	3 80	Regular.				
	Female...	15	Bag factory	Turning	.....	4 50	Irregular.				
				Sublet	.....	1 25					
					Total ...	$29 15					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Parentage.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
20	239	Milwaukee ..	Polish.....	23	Polish Catholic....	13	.....	Knitting.....	Machinery.....	$1 25–5 50	6 yrs.
								Tannery.	.....	4 10–5 90	
21	280	Milwaukee ..	Polish.....	21	Polish Catholic....	13	13	.....	Housework	$1 00– 1 50	1 yr.
								Candy	Packing	1 50– 2 00	1 yr.
								Candy	Wrapping.....	3 00– 3 50	9 mos.
								Enameling	Wrapping.....	3 00– 4 00	2 yrs.
								Tannery.....	Ironing	8 40–10 55	3 yrs.
22	302	Milwaukee ..	German.....	25	Public.....	14	14	Knitting.....	Machine.....	$1 50–5 00	4 yrs.
								Candy.....	.....	3 50	4 mos.
								Brewery	Washing.....	5 20	4 yrs.
								Tannery	Sorting	.....	3 yrs.
23	303	Milwaukee ..	German.....	20	Public..... .	13	13	Box factory	Machine.....	$4 00–6 00	4½ yrs.
								Tannery	Machine.....	.....	3 yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income, weekly. Personal.	Income, weekly. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father	52	Tannery	Grainer		$9 60	Regular	Own	4	8	No. 1. At tannery 11 years.
2	Male	24	Foundry			3 00	Regular.				
3	Female	23	Tannery	Bundling		5 10					
4	Male	18	Paint shop			8 00					
				Sublet		1 25					
					Total	$26 95					
1	Father	50	Lumber					Own	4	8	No. 1. Drinks. No support.
2	Male	29	Railroad	Helper		$9 90	Irregular.				
3	Female	21	Tannery	Ironing		9 30	Regular.				
4	Male	19	Chain belt fac.			9 00	Irregular.				
					Total	$28 20					
1	Father	57	Tannery	Marker		$10 50	Regular	Own	5	4	No. 3 had rheumatism after leaving brewery. Out of school from 9-12 on account of mother's illness. Last year home 7 months.
2	Male	19		Laborer	$10 50	3 50	Irregular.				
3	Female	25	Tannery	Sorting		6 28	Irregular.				
				Sublet		3 12					
					Total	$23 40					
1	Female	21	Tannery	Glazing		$6 80	Regular	Own	6	7	No. 2—two fingers hurt.
2	Female	20	Tannery	Glazing		6 87	Regular.				
3	Female	16	Paper box	Machine helper		4 00	Regular.				
4	Male	14	Printing	Errands		4 00	Regular.				
					Total	$21 67					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
24	305	Wisconsin....	German.....	24	German Catholic..	14	14	..... Enamling..... Tannery	Housework..... Stenciling..... Sorting.....	$3 00 4 50	5 yrs. 2 yrs, 3 yrs.
25	306	.....	German.....	18	German Catholic..	13	13	Enameling..... Tannery	Enameling..... Sorting.....	$3 75	3 mos. 3 yrs.
26	301	Milwaukee ..	American....	20	Public.....	13	13	Dept. store..... Paper box..... Enameling ..... Paint..... Furs..... Tannery	Cash girl..... Machine..... Wrapping..... Labeling..... Sewing..... Machine.....	$1 50 2 50–5 00 3 00 3 00 5 00	2 wks. 1½ yrs. 1 yr. 2 yrs. 2 mos. 2 yrs.
27	300	Milwaukee ..	Polish.....	21	Polish Catholic....	13	14	Knitting..... Candy..... Candy..... Housework..... Tannery	Machine..... Hand..... Hand..... .... Hand.....	$3 00 3 00 3 70–5 00 2 50 5 85–7 40	6 mos. 2 yrs. 2 yrs. 6 mos. 1 yr.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			
No.	Earner.	Age.	Industry.	Occupation.	Weekly income. Personal.	Weekly income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	Notes.
1	Mother...	63	.....	Cleaning.....	.....	$1 50	Irregular.....	$5 00	3	2	
2	Female ..	24	Tannery.....	Sorting.....	.....	6 91	Regular.				
3	.....	.....	.....	Rent.....	.....	5 75					
					Total....	$14 16					
1	Father...	43	.....	Blacksmith.....	.....	$15 00	Irregular.....	Own..	7	8	
2	Female ..	18	Tannery.....	Sorting.....	.....	7 10	Regular.				
					Total....	$22 10					
1	Mother...	.....	Restaurant.....	Cooking.....	.....	$5 00	Irregular.....	$7 00	4	5	Finger smashed in machine. Laid up for 2 months. Paid $4.00 a week by company.
2	Male.....	18	.....	.....	.....	.....	Irregular.				
3	Female ..	17	.....	Stenographer....	.....	4 50–5 00	Regular.				
4	Female ..	15	Candy.....	Packing.....	.....	4 00	Regular.				
5	Female ..	20	Tannery.....	Machine.....	.....	7 30					
					Total....	$21 30					
1	Father...	58	Foundry.....	.....	.....	$10 20	Regular.....	Own..	6	8	No. 2—pays board.
2	Male.....	25	Box factory.....	Machine.....	.....	3 25	Regular.				
3	Male.....	18	Tannery.....	Machine.....	.....	9 00	Regular.				
4	Female ..	21	Tannery.....	Oiling.....	.....	6 60	Regular.				
					Total....	$29 05					

APPENDIX B—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment history,						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
28	313	Wisconsin....	German.....	21	German Lutheran	13	13	Knitting.....	Spooling	$1 50- 5 00	.....
								Brewery	Washing.....	5 20	1½ yrs.
								Brewery	Washing.....	5 20	.....
								Knitting.....	.....	.....	1 day.
								Tannery.....	.....	6 65- 10 55	2½ yrs.
29	314	Milwaukee,..	German.....	21	German Lutheran	13	13	Enameling.... ..	Hand.....	$3 50	1 mo.
								Enameling.....	Hand	3 50- 4 00	1½ yrs.
								Knitting.....	Machine	5 00- 6 00	4 yrs.
								Tannery	Machine	6 25- 9 60	1½ yrs.
								Home	.....	.....	9 mos.
30	318	Milwaukee...	Polish.....	18	Polish Catholic....	13	14	Dept. store	Cash Girl	$2 00	2 mos.
								Candy.....	Hand	3 00	2 mos.
								Knitting.....	.....	3 00	3 mos.
								Enameling.....	Hand	4 00	1 yr.
								Tobacco.....	.....	.....	2 wks.
								Tannery	Machine	5 00- 8 05	3 yrs.
31	315	Milwaukee...	Polish.....	21	Polish Catholic....	14	14	Enameling.....	.....	$3 50- 4 00	1 yr.
								Tobacco.	.....	3 00- 4 00	3 mo.
								Tannery	.....	4 75- 9 80	4 yrs.

APPENDIX B—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Weekly income. Personal.	Weekly income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Male	22	Steel mills	Helper	$11 10	$4 00	Regular	Own	4	6	Father dead.
2	Female	21	Tannery			8 85	Regular				
3	Female	16	Tailor	Hand		4 75	Irregular				
				Sublet		1 00					
					Total	$18 60					
1	Father		Machinery	Shipping		$15 00	Regular	Own	6	8	No. 1. Now laid off. Mother dead. One child crippled. No. 2. Got finger smashed, laid up two months, paid $4.00 per week by foundry. No. 1. Hurt in knee, laid up four to six weeks.
				Sublet		1 25	Regular				
2	Female	21	Tannery	Machine		7 55	Regular				
					Total	$23 80					
1	Father	45		Carpenter		$15 00	Irregular	Own	5	10	
2	Female	18	Tannery	Machine		7 10					
				Sublet		1 50					
					Total	$23 60					
1	Father		City employe	Laborer		$10 50	Irregular	Own	4	12	Father ill, works very irregularly, one married boy and girl.
2	Female	21	Tannery	Glazing		7 60	Regular				
					Total	$18 10					

APPENDIX B—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Empoyment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
32	316	Milwaukee...	German.....	21	German-Lutheran	14	14	Soap..... Fur..... Tannery	Hand..... Hand .... Hiring	$4 00-$6 00 5 00- 6 00 2 50- 8 95 3 00	1 yr. 6 mos. 3 yrs.
33	321	Milwaukee...	German.....	20	German Lutheran.	13	13	Dept. store ..... Tannery.....	Clerk ..... Dressmaker.....	$6 00 ..... 5 70-11 25	2 yrs. 2 yrs.
34	323	Milwaukee...	Polish.....	18	Polish Catholic ...	13	13	Brewery ..... Tannery ..... Tannery	Labeling..... Machine..... Housework	$3 50 ..... 3 00 4 80- 8 20	1 mo. 3 yrs. 2 yrs,
35	324	Germany.....	German.....	22	Public.....	14	14	Bag factory..... Hat factory..... Tannery	Sewing ..... Sewing ..... Housework	$6 00 2 40- 4 20 1 00 4 95- 9 35	4 yrs. 1½ yrs. 2½ yrs.
36	334	Milwaukee...	German.....	21	German Lutheran.	13	15	Candy..... Candy..... Knitting..... Enameling..... Tannery.....	Packing..... Wrapping..... Machine..... Stenciling..... Machine.....	$2 00 2 50 2 00-3 50 5 00-6 00 4 60-9 65	1 mo. 1 mo. 1 yr. 6 mos. 3 yrs.

APPENDIX B—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Weekly income. Personal.	Weekly income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father...	48	Packing house...	Laborer.....	.....	$12 00	Irregular	$6 00	4	7	Father ill, works irregularly.
2	Female...	21	Tannery.....	Glazing	$7 00	2 50	Irregular				
3	Female...	17	Hotel.....	Pantry.....	.....	4 50	Irregular.....				
					Total....	$19 00					
1	Male.....	25	.....	.....	.....	.....	Regular.....	Own..	3	6	Father dead.
2	Female...	20	Tannery.....	.....	.....	$8 80					
1	Female...	15	Bag factory	Hand.....	.....	$3 84	Irregular	Own..	.....	5	Father dead. No. 1 on 8 hours time.
				Sublet.....	.....	1 50					
2	Female...	18	Tannery.....	Ch. finishng	.....	6 25					
					Total....	$11 59					
1	Father ...	47	Tailor.....	Coats.....	.....	$12 00	Irregular.	Own..	6	7	
2	Male	17	Machinery.....	Apprentice.....	.....	4 20	Regular.....				
				Sublet.....	.....	2 25					
3	Female...	22	Tannery.....	.....	.....	8 10					
					Total....	$26 55					
1	Father....	47	Machinery.....	Laborer.....	.....	$16 50	Regular.....	Own..	7	6	Father hurt several times but not seriously.
2	Male.....	20	.....	.....	.....	4 00	Regular.				
3	Female...	15	Cigar boxes.....	Trimmer.....	.....	3 50	Regular.				
4	Female...	21	Tannery.....	Machine.....	$7 05	3 00	Regular.				
					Total ...	$27 00					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in.	Descent.	Age.	Employment history.						
Temporary.	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
37	335	Wisconsin....	German.....	23	German Catholic..	14	15	Candy..... Sewing..... Knitting..... Tannery.....	Packing..... Sleeves..... Machine..... Sorting.....	$2 50-3 00 4 00-4 50 4 00-5 50 3 63-8 50	5 mos. 4 mos. 5 yrs. 1 yr.
38	336	Milwaukee...	Polish.....	20	Polish Catholic....	13	14	Foundry..... Foundry..... Tannery.....	Coremaker..... Coremaker..... Machine.....	$6 00-7 00 6 00-7 50 5 89-12 07	3 mos. 4 yrs. 3 yrs.
39	339	Milwaukee...	Polish.....	22	Polish Catholic....	14	14	..... Brewery..... Candy..... Candy..... Tannery.....	Hiring..... Hand..... Hand..... Hand..... Machine.....	$1 00 2 40-3 00 3 25 3 25-3 75 3 15-9 10	3 wks. 1 yr. 4 mos. 1 yr. 2 yrs.
40	350	Milwaukee...	German.....	18	Polish Catholic....	14	14	Candy..... Hat factory..... Tannery.....	Sorting..... Hand..... Hand..... Hiring.....	$3 50 3 00-7 00 ..... 3 50	1 yr. 8 mos. 6 mos.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Female...	23	Tannery.....	Sorting.....	.....	$6 50	Regular.....	$5 00	4	3	Father not living with family; mother unable to do much; girls do washing, ironing, sewing after work at night.
2	Female...	19	Tannery.....	Sorting.....	.....	5 55	Regular.				
					Total ...	$12 05					
1	Female...	20	Tannery.....	Machine.....	.....	$5 89	Irregular	$3 50	3	4	No. 1 overlifted in carrying skins; home 4 months. Hurt by broken machine; home 6 weeks; paid $3 week by firm.
2	Male.....	17	Machinery.....	Drilling.....	.....	6 50	Regular.				
3	Male.....	15	.....	Crating.....	.....	5 00	Regular.				
					Total ...	$17 39					
1	Father....	53	R. R.....	Repairing.....	.....	$12 00	Regular.....	Own..	6	9	No. 1 sick for 2 months.
2	Male.....	24	Machinery.....	.....	.....	4 00	Regular.				
3	Female...	22	Tannery.....	Glazing.....	.....	5 90	Regular.				
4	Male.....	19	Machinery.....	Lathehand.....	$12 00	4 00	Regular.				
5	Male.....	16	.....	.....	.....	5 00	Regular.				
				Sublet.....	.....	2 50					
					Total ...	$33 40					
1	Father....	57	Tannery.....	Shaving.....	.....	$9 00	Regular.....	Own..	3	6	Father in tannery 11 years.
2	Female...	18	Tannery.....	Trimming.....	.....	4 50	Irregular.				
3	Male.....	15	Satchel factory..	Riveting.....	.....	5 00	Irregular.				
				Sublet	.....	1 25					
					Total ...	$19 75					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in.	Descent.	Age.	Employment history.						
Temporary.	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
41	352	Milwaukee...	German.....	17	German Lutheran.	13	13	Knitting.....	Machine.....	$2 50	5 mos.
								Housework.....	.....	1 00–1 25	8 mos.
								Cigar factory....	Stripping.....	2 00	3 mos.
								Housework.....	.....	2 00	3 wks.
								Enameling.....	.....	4 00–5 00	9 mos.
								Tannery.....	.....	4 00–7 40	6 mos.
								Bakery.....	.....	2 50	4 mos.
42	351	Pittsburg.....	Polish.....	20	Polish Catholic....	15	15	Knitting.....	Spooler.....	$2 50	2 mos.
								Knitting.....	Machine.....	5 00	2 yrs.
								Tannery.....	Machine	3 55–7 50	2 yrs.
43	325	Milwaukee...	German.....	21	Public.....	13	14	.....	Housework	$1 00	2 mos.
								Candy..... ...	Wrapping.....	1 75	3 mos.
								Candy.....	.....	2 75–3 50	2 yrs.
								Candy.....	Packing.....	3 75	1 yr.
								Bag factory.....	Machine.....	4 20–6 40	8 mos.
								.....	Housework	2 00	3 mos.
								Tannery	Machine	5 30–8 50	3 yrs.
44	357	German.....	German.....	22	German Catholic..	14	14	Enameling.....	Machine.....	$5 00	4 mos.
								Tannery.....	.....	3 95–6 40	

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Female...	14	Knitting.....	Spooler,.....	.....	$3 25	Regular.....	$5 00	3	7	Father not living; mother stays at home; not well.
	.....	.....	.....	Boarder.....	.....	5 00					
2	Female...	17	Tannery.....	.....	.....	6 00					
					Total ...	$14 25					
1	Father....	.....	Steel	Rolling Mills....	.....	$11 10	Irregular.....	$7 00	5	11	Father home 3 months in winter.
2	Female...	18	Boots and shoes..	Machine.....	.....	4 00	Irregular.				
3	Female...	16	Boots and shoes..	Machine.....	.....	3 50					
4	Female...	20	Tannery.....	.....	.....	5 20					
					Total ...	$23 80					
1	Father....	55	R. R. shops.....	.....	.....	$7 50	.....	Own..	4	9	Father sick; home six months; owe $800 on house.
2	Male.....	19	Tobacco.....	Machine	.....	4 00	Irregular				
3	Male.....	17	Tannery.....	Jacking.....	.....	9 00	Irregular				
4	Female ..	21	Tannery.....	Glazing	.....	7 40	Regular.				
					Total....	$27 90					
1	Father....	51	Foundry	.....	.....	$9 00	Regular.....	Own..	4	13	
2	Male.....	21	Tannery.....	Jacking..... ..	.....	9 00	Regular				
3	Female...	18	Tannery.....	Trimming.	.....	5 00	Regular				
4	Female...	22	Tannery.....	Trimming	.....	5 10	Regular				
					Total....	$28 10					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in.	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
45	359	Milwaukee...	Polish.....	17	Polish Catholic....	13	14	Hammocks..... Box factory..... Knitting..... Tannery..... Hammocks.....	Knitting..... Pasting ..... Machine..... Hand..... Hand.....	3 00- 5 00 3 00 2 00- 3 50 2 90- 4 75 5 00	10 mos. 3 mos. 8 mos. 1½ yrs.
46	369	Milwaukee...	Bohemian ...	17	Bohemian Cath ...	13	13	..... Brewery..... Tannery.....	Hiring..... Hand.....	$1 50 3 00 $3 80- 7 50	6 mos. 1 mo. 3½ yrs.
47	370	Milwaukee...	Polish.....	16	Polish Catholic....	13	14	Dept. store..... Enameling..... Bag factory..... Tannery.....	Cash girl..... Hand..... Machine..... Hand.....	$2 00 2 50- 4 00 4 00 3 25- 5 35	4 mos. 1 yr. 4 mos. 2 yrs.
48	372	Illinois.....	Polish.....	17	Polish Catholic....	13	14	Tailor..... Tannery.....	Hand.....	..... $2 90- 4 65	2 mos. 2 yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father	55	Machine	Helper		$10 80	Regular	Own	6	5	No. 3 left tannery because of health: father's arm broken; home 4 months: no pay.
2	Male	14	Machine	Helper		4 50	Irregular				
3	Female	17	Tannery	Trimming		3 45	Regular				
					Total	$18 75					
1	Father	52	Tannery	Inside		$10 00	Regular	Own	8	7	No. 1 in tannery 23 years.
2	Male	23	Machinery			4 00	Regular.				
3	Male	19	Machinery			7 50	Irregular.				
4	Female	17	Tannery	Hand		6 40					
5	Female	15	Trunk factory	Hand		3 75	Irregular.				
					Total	$31 65					
1	Female	16	Tannery	Trimming		$4 55	Regular	$12 00	5	6	Father not home. Married sisters husband living with family.
2	Male	14	Foundry			5 00	Irregular.				
					Total	$9 55					
1	Father	43	Railroad	Laborer		$13 50	Irregular	Own	3	8	No. 1 works very irregularly. No. 3 home two or three months every year. Sublet three rooms to family of six. No. 4 always worked short time. Mother dead. sister keeps house.
2	Male	21	Machinery	Mounting	$15 00	4 00	Regular.				
3	Male	19	Machinery	Mounting		9 00	Irregular.				
4	Female	17	Tannery	Hand		3 80	Regular.				
5	Male	15	Enameling			4 50	Irregular.				
				Sublet		1 25					
					Total	$36 05					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in.	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
49	373	Milwaukee...	Polish.....	15	Polish Catholic....	14	14	Shoe factory..... Tannery.....	Hand..... Hand.....	$3 00–$5 00 1 90– 5 35	7 mos. 2 yrs.
50	374	Poland.....	Polish.....	18	Polish Catholic....	14	14	Knitting..... Bag ..... Tannery.....	Hand..... Machine..... Hand.....	$1 50 $2 50– 3 00 2 65– 6 00	2 mos. 1 yr. 3 yrs.
51	375	Wisconsin....	Polish.....	18	Polish Catholic....	13	13	..... Enameling..... Tannery.....	Hiring..... Hand.....	$1 50 3 50 $1 75– 6 25	2 mos. 9 mos. 3 yrs.
52	376	Milwaukee...	Polish.....	18	Polish Catholic....	13	14	Knitting..... Enameling..... Tannery	Machine..... Hand work..... Hand work.....	$2 00 4 00 3 90– 6 05	6 mos... 3 mos... 3 years.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earners.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Male	27	Soap factory	Elevator	$9 00	$3 00	Regular	$8 00	5	6	Father dead.
2	Male	21	Brewery			8 40	Irregular.				
3	Male	19	Brewery	Machine		8 40	Ir regular.				
4	Female	16	Tannery	Hand		4 50	Regular.				
					Total	$24 30					
1	Father	41	Elevator			$11 00	Regular	Own	6	10	No. 1 hurt. laid up six weeks.
2	Female	18	Tannery	Trimming		4 80	Regular.				
					Total	$15 80					
1	Father	58	Machinery	Helper		$9 90	Regular.				No. 3 tuberculosis. now making $6.00 to $7.00 day work.
2	Male	23	Brewery	Machine		21 00	Regular	Own	5	8	
3	Female	18	Tannery	Hand		4 15	Regular.				
				Sublet		1 00					
					Total	$36 05					
1	Female	18	Tannery	Trimming		$4 20		Own.	4	7	Brother aged. 19. not home. Father dead. Home clear.
2	Male	16	Enameling	Machine		6 50	Irregular				
3	Male	14	Sash and door	Hand		6 00	Irregular				
				Sublet		1 00					
				Boarder		3 00					
					Total	$20 70					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
53	378	Bohemia.....	Bohemian....	20	Bohemian.....	15	15	Candy..... Tailor..... Dressmaking .... Tannery.....	Hand..... Machine.....	2 00 4 00 3 40- 7 60	2 mos... 2 yrs. 1 yr. 2 yrs.
54	381	Germany	German.....	19	Polish Catholic....	14	14	Knitting..... Bag..... Tannery.....	Machine..... Machine..... Machine.....	3 00 3 50- 5 00 2 75- 7 45	6 mos... 2 yrs. 3 yrs.
55	382	Milwaukee...	Polish.....	20	Polish Catholic....	14	14	Knitting..... Enameling..... Knitting..... Tannery..... Hotel.....	Spooling..... Hand..... Hand..... Hand.....	1 00- 1 50 3 50 3 00 3 70- 7 45	6 mos... 1 yr. 2 yrs. 2 yrs.
56	386	Milwaukee...	Polish.....	21	Polish Catholic....	13	15	Tailor..... Shoe factory..... Knitting..... Tannery.....	Hand..... Hand..... Machine..... Machine.....	1 50- 4 00 4 00- 4 50 5 00- 6 00 3 25- 8 60	2 yrs. 5 mos.. 1 yr. 2 yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	Notes.
1	Father....	50	Tannery.....	Oiling.....	.....	$12 00	Irregular.	Own.	6	9	No. 1 now earning only $1 50 per day. Brother owns home. No. 3 works only seasonably. No. 1 hurt in rolling mills.
2	Male.....	24	Machinery.....	.....	.....	4 00	Regular.				
3	Male.....	22	Tailor.....	Ironing.....	.....	4 00	Irregular.				
4	Female...	20	Tannery.....	Hand...	.....	5 85	Regular.				
5	Female...	14	.....	Hiring.....	... .	1 50	Irregular.				
					Total....	$27 35					
1	Father....	44	City employe...	Sewers.....	.....	$10 20	Irregular.	Own.	5	12	
2	Female...	19	Tannery.....	Machine.....	.....	5 35	Regular.				
3	Female...	16	Tannery.....	Hand.....	.....	4 50	Regular.				
4	Female...	15	Hammock.....	Hand.....	.....	3 50	Irregular.				
					Total....	$23 55					
1	Female...	20	Tannery.....	Hand.....	....	6 00	Regular.	$5 50	4	4	Father and one boy away from home. No. 1 now in hotel, not at home.
2	Male.....	19	Foundry.....	Coremaker.....	.....	13 50	Regular.				
				Boarder.....	.....	4 00	Regular.				
					Total....	$23 50					
1	Father...	56	Railroad.....	Laborer.....	.....	$10 00	Regular.	Own.	5	9	No. 1 on railroad worked 20 years. 12 hours a day: seven days in week.
2	Female...	21	Tannery.....	Glazing.....	.....	5 40	Regular.				
3	Female...	17	Tannery.....	Trimming.....	.....	5 00	Regular.				
				Sublet.....	.....	75					
					Total....	$21 15					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in.	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
57	388	Milwaukee...	German... ..	18	Polish Catholic....	13	14	Enameling..... Hammocks..... Tannery.....	Hand..... Hand..... ..... Housework.....	3 50 3 00- 4 00 ..... Home	14 yrs.. 4 mos... 2 yrs. 1 yr.
58	383	Milwaukee...	German.....	22	Polish Catholic....	13	13	Candy..... Hammocks..... Tannery.....	Hand..... Hand..... Hand.	3 50 5 00	2 mos... 3 yrs.
59	501	Milwaukee .	Polish.....	17	Polish Catholic....	14	14	Knitting..... Hammocks..... Enameling ..... Tannery	Spooler ..... Hand ..... Hand	$2 00-3 00 3 00 3 75-4 75 1 55-8 05	4 yrs. 2 wks. 3 yrs.
60	514	Wisconsin. ..	Polish.....	18	Polish Catholic....	13	14	Hammocks..... Tannery.	Hand ..... Ironing	$3 00-3 50 4 10-8 00	7 mos. 3 yrs.
61	525	Milwaukee ..	German.....	18	Public.	14	16	Tannery	.....	$8 40-10 85	.....

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Male	20	Foundry	Moulder		$9 00	Irregular.	$8 00	4	6	Father died, tuberculosis; boy 16 ill with tuberculosis.
2	Female	18	Tannery	Trimming		4 25	Irregular.				
3	Male	16	Machinery	Moulder		7 50	Irregular.				
					Total	$20 75					
1	Father	52		Laborer		$10 80	Irregular.	Own.	5	6	Father home 4 months. No. 2 had two fingers hurt; home 3 weeks, no pay. No. 3 home 3 months.
2	Female	18				4 50					
3	Male	17	Foundry	Moulder		7 00	Irregular.				
4	Female	22	Tannery			5 00					
					Total	$26 30					
1	Female	17	Tannery	Hand		$6 30	Regular	Own.	4	5	Father dead. Mother occasionally works.
				Sublet		1 00					
					Total	$7 30					
1	Father	44	Steel mills			$15 50	Irregular.	Own.	6	12	
2	Female	18	Tannery	Ironing		5 50	Regular.				
3	Male	16	Lumber mill			5 28	Irregular.				
					Total	25 78					
1	Male	22	Tannery	Sorting		$4 00	Regular	Own.	6	7	Father dead.
2	Female	18	Tannery			9 05	Regular.				
3	Male	16	Tannery	Trimming		6 00	Regular.				
4	Male	14	Boots and shoes			4 00	Irregular.				
					Total	$23 05					

APPENDIX B.—*Women workers in Milwaukee tanneries.*—Continued.

Number.		Born in	Parentage.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
62	527	Milwaukee ..	German.....	23	Public	13	14	Cigars.	Hand	$2 50	2½ yrs.
								Tobacco	Hand	2 50	6 mos.
								.....	Hiring	3 00	2½ yrs.
								Tannery.	Ironing	7 45–10 90	3 yrs.
63	520	Wisconsin....	Polish.....	20	Polish Catholic....	14	14	Enameling	Hand	$3 50	1 mo.
								Knitting.....	Machine	1 25– 4 25	3 yrs.
								Tannery.	Ironing	6 50–10 50	3 yrs.
64	530	Milwaukee ..	German.....	18	German Catholic .	14	14	Hammocks	Machine	$3 00	2 wks.
								.....	Housework	.....	1 mo.
								Box factory	Machine	5 00	1 wk.
								Bag factory.....	Machine	4 00– 6 00	2 yrs.
								Tannery	.....	8 10–10 55	2 yrs.
65	410	Germany	Polish.....	20	Polish Catholic....	13	14	Hammocks	Spooler.....	$2 00–2 50	1 yr.
								Enameling.....	Hand.....	3 50–3 75	2 yrs.
								Knitting.....	Machine.....	4 00	9 mos.
								Enameling.....	Hand.....	5 00	2 yrs.
								Tannery.....	Sorting	5 00–8 30	

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income, weekly. Personal.	Income, weekly. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father			Teamster		$12 50	Regular	Own	6	5	
2	Female	23	Tannery	Ironing	$9 40	3 00	Regular.				
3	Female	19	Tannery	Ironing		3 00	Regular.				
4	Male	17	Lumber			8 00	Irregular.				
					Total	$26 50					
1	Father	45	Candy			$9 00	Irregular.	Own	5	12	Father hurt while hauling coal: back injured.
2	Female	20	Tannery	Ironing		9 25	Regular.				
3	Female	18	Tannery	Store room		5 00	Regular.				
4	Male	15	Stove foundry			4 50	Irregular.				
				Sublet		1 25					
					Total	$29 00					
1	Male	23				$24 00	Irregular	$8 50	5	8	Father dead. Mother cleaned nights at tannery at 85 cents for three or four hours work.
2	Female	18	Tannery	Ironing		9 25	Regular.				
3	Female		Tannery	Cleaning		5 10	Regular.				
				Boarder		3 50					
					Total	$41 85					
1	Father	45		Laborer		$10 50	Irregular	Own	7	10	No. 1 sick; home two months.
2	Male	22	Tannery	Laborer		10 00	Regular				
3	Female	20	Tannery	Sorting		6 70	Regular.				
4	Male	15	Tailor	Helper		4 00	Regular.				
					Total	$31 20					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Parentage.	Age.	Employment History.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wage.	Time employed.
66	431	Milwaukee...	Polish.....	18	Polish Catholic....	13	13	Knitting..... Tannery.....	Helper..... Glazing	$2 00-6 00 4 00-5 40	3 yrs. 1½ yrs.
67	442	Milwaukee...	Polish.....	22	Polish Catholic....	12	14	Hammocks..... Tannery.....	Hand work..... Machine	2 00-6 00 5 00	5 yrs. 6 mos.
68	464	Milwaukee...	Polish.....	18	Polish Catholic....	14	15	Hammocks..... Tannery.....	..... Glazing.	$6 00	8 mos.
69	485	Poland.	Polish.....	18	Polish Catholic....	13	13	Knitting..... Enameling..... Candy..... Enameling..... Hammocks..... Enameling..... Tannery.	Hand..... Hand..... Hand..... Hand..... Hand..... Hand.....	$2 25 2 25 3 00 4 00 2 50-5 00 3 50	3 wks. 2 wks. 3 wks. 1½ yrs. 3 mos. 2 mos. 1½ yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father	45	Foundry	Molder		$15 00	Irregular	Own	6	10	No. 3 worked in a box factory only 7 hours when he lost all fingers but one on hand; this one year ago; lawyer employed; nothing accomplished as yet.
2	Female	18	Tannery			4 70	Regular.				
3	Male	16	Box factory								
					Total	$19 70					
1	Father	54	Contractor				Irregular	Own	6	7	No. 1 home winters; home comfortable; married son with wife and child with them.
2	Female	22	Tannery	Machine		$5 00	Irregular.				
3	Female	16	Hammocks	Hand work		3 50	Irregular.				
1	Male	22	Brewery	Foreman	$18 00	$4 00	Regular	Own	8	9	Father dead; a molder; worked in foundry for 17 years; doctor said died from effects of gas in foundry.
2	Female	18	Tannery	Glazing		6 00					
3	Female	16	Candy	Wrapping		4 00	Irregular.				
				Sublet		3 50					
					Total	$17 50					
1	Father	40+	Railroad			$10 20	Regular	Own	5	8	
2	Female	18	Tannery			4 00	Regular.				
3	Male	16	Railroad			8 40	Regular.				
				Boarders		4 00					
					Total	$26 60					

APPENDIX B.—*Woman workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wage.	Time employed.
70	494	Germany	German.....	16	German Lutheran.	14	14	Knitting..... Tannery.....	Machine..... Hand.....	$5 00 3 60-5 80	1½ yrs. 1½ yrs.
71	577	Milwaukee...	German.....	17	German Lutheran.	14	14	Knitting..... Tannery.....	Hand..... Hand.....	$3 25 2 90-4 46	1 yr. 2 yrs.
72	569	Milwaukee...	German.....	18	German Lutheran.	13	14	Brewery..... Bag factory..... Tannery.....	Labeling..... Turning..... Sorting	$3 00-3 60 3 00-4 00 4 35-6 40	2½ yrs. 3 mos. 3 yrs.
73	532	Milwaukee ..	Polish.....	[illegible]	Polish Catholic....	13	13	Knitting..... Foundry..... Bindery..... Tannery.....	Hand ..... Core maker..... Hand.....	$3 00 5 00 3 00 6 40-10 35	8 mos... [illegible] mos... 4 mos... 3 yrs.
74	534	Germany	German.....	19	German Catholic..	14	14	..... Tannery.....	Hiring.	$7 45-9 20	3 yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	Notes.
1	Father...	.....	Tannery.....	.....	.....	.....	.....	Own..	5	6	No. 1 sick 8 months.
2	Male.....	22	Railroad.....	Fireman	.....	$15 00	Regular.				
3	Female...	16	Tannery.....	Trimming.....	.....	4 20	Regular.				
4	Female ..	15	Knitting.....	Spooler.....	.....	4 00	Regular.				
1	Father...	47	.....	Laborer.....	.....	.....	.....	Own..	6	6	No. 1 hurt; laid up 1½ years; unable now to do much; works at cemetery at odd jobs in summer; family assisted by his mother who owns home and lives with them.
2	Male.....	19	Foundry..	Patternmaker...	.....	18 00	Regular.				
3	Female ..	17	Tannery.....	Sorting.....	.....	3 70	Regular.				
					Total....	$21 70					
1	Female...	18	Tannery.....	Sorting.....	.....	$5 45	.....	Own..	3	3	Father dead 3 years; mother does housework.
				Subleting	.....	3 50					
					Total....	$8 95					
1	Father ...	55	.....	Laborer.....	.....	.....	Irregular	$5 50	4	6	Family live in basement.
2	Male	21	.....	Carpenter.....	.....	.....	Irregular.				
3	Female...	19	Tannery.....	Ironing..	.....	$9 10					
4	Female...	14	Candy.....	Packing.....	.....	3 25					
1	Father ...	46	St. Railway.....	Laborer.....	.....	$9 00	Irregular	Own..	4	7	
2	Female...	19	Tannery	Ironing.....	.....	8 55	Regular.				
3	Female...	14	Box factory	Hand.....	.....	2 40	Regular.				
				Sublet.....	.....	1 62					
				.....	Total....	$21 57					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
75	.....	Milwaukee...	Polish.....	20	Polish Catholic....	13	13	Knitting..... Knitting..... Enameling..... Tannery.....	Spooler..... Hand..... Hand..... Sorting.....	$1 50- 1 75 2 50 3 75- 6 00 4 50	1 yr. 2 wks. 5 yrs. 2 mos.
76	.....	Milwaukee...	German.....	17	Polish Catholic....	14	14	Knitting..... Knitting..... Tannery.....	.... Sorting.....	..... $5 00- 9 00 3 00	1½ yrs. 2 yrs. 2 mos.
77	.....	Milwaukee...	Polish.....	20	Polish Catholic....	14	15	Candy..... Trunk factory... Tannery.....	Packing..... Lining..... Sorting.....	$3 50- 4 00 5 00 6 00- 9 00	2 yrs. 9 mos. 2 yrs.
78	.....	Milwaukee...	Polish.....	18	Polish Catholic....	13	14	Knitting..... Hammocks..... Candy..... Tannery.....	Spooler..... Hand..... Packing..... Trimming.....	$2 00- 2 50 3 00 3 00- 3 75 5 00	6 mos. 3 mos. 3 yrs. 1 yr.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father...	57	Machinist.....	.....	.....	$15 00	Regular.	Own..	5	8	Large income but very bad housing conditions.
2	Female...	20	Tannery.....	Sorting.....	.....	4 50	Regular.				
3	Female...	22	Tailor.....	Hand.....	.....	5 00	Regular.				
4	Male.....	1[illegible]	Tannery.....	Measurer.....	.....	6 50	Regular.				
5	Female...	17	Knitting.....	.....	.....	5 50	Regular.				
6	Male.....	15	Foundry.....	Core maker.....	.....	5 50	Regular.				
					Total....	$42 00					
1	Father...	61	.....	Carpenter.....	.....	$18 00	Irregular.	$9 00	6	7	No. 1, lost two months. No. 4 at tannery only two months, paid for board from $3 00 to $4 50 per week.
2	Male.....	20	.....	Teamster.....	$11 00	4 00	Regular.				
2	Male.....	19	.....	Teamster.....	11 00	4 00	Regular.				
4	Female...	17	Tannery.....	Sorting.....	.....	4 00					
					Total....	$30 00					
1	Father...	60	.....	.....	.....	.....	.....	Own..	6	12	No. 1 works only in summer on account of illness.
2	Female...	21	Trunk factory...	Lining.....	.....	$6 00	Regular.				
3	Female...	20	Tannery.....	Sorting.....	.....	7 50	Regular.				
1	Father...	42	Foundry.....	.....	.....	$13 50	.....	Own..	6	9	No. 1 hurt.
2	Female...	18	Tannery.....	Trimming.....	.....	5 00	Regular.				
3	Male.....	17	Lumber.....	.....	.....	6 00	Irregular.				
4	Female...	15	Hammocks.....	Hand.....	.....	2 25	Irregular.				
					Total....	$26 75					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
79	.....	Milwaukee...	German.....	16	Public.....	14	14	Knitting ..... Tannery.....	Spooler..... Sorting	$2 50- 3 75 5 50	6 mos.
80	.....	Milwaukee...	German.....	18	German Catholic..	13	14	Hammocks ..... Tannery.....	Hand..... Hand.....	$3 00- 5 00 5 00	3 yrs. 1 yr.
81	.....	Milwaukee...	German.....	17	Public.....	15	15	Dept. store..... Fur estab..... Tobacco..... Tobacco..... Candy..... Lye estab.....	Clerk..... Sewing..... ..... Stripping ..... Packing..... Labeling.....	$1 50- 3 50 ..... 4 00 6 00 3 00 4 00	1 yr. 2 wks. 6 mos. 2 yr. 3 mos. 2 mos.
82	.....	Poland.....	Polish.....	17	Polish Catholic....	14	15	Soap factory. Knitting. Hammocks..... Cob pipes..... Tannery.....	....	.... $6 00 6 00- 9 00	1 yr. 3 mos.
83	.....	Milwaukee...	Polish.....	17	Polish Catholic....	13	14	Knitting..... ..... Candy..... Distillery..... Tannery.....	..... Home ..... Icing..... Packing..... Machine.....	$3 00- 4 50 ..... 3 50 4 00 6 00	6 mos. 2 yr. 2 mos. 2 mos. 6 mos.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father ...	49	Chemical works.	.....	.....	$13 00	Regular	Own..	5	5	
2	Male	18	Foundry	.....	.....	10 80	Regular.				
3	Female...	16	Tannery	Sorting.....	.....	5 50	Regular.				
					Total....	$29 30					
1	Father....	43	Tannery.....	Beam house	.....	$12 00	Regular.....	$5 00	3	9	One adopted child.
2	Female...	18	Tannery.....	Hand work.....	.....	5 00	Regular.				
3	Female...	16	Tobacco.....	Packing.....	.....	5 00	Irregular.				
4	Male	15	Machinery.....	.....	.....	5 00	Irregular.				
					Total....	$27 00					
1	Father....	64	Ship yard.....	Calker.....	.....	$18 00	Irregular	Own..	5	5	No. 1 now laid off indefinitely; trade a lost one; must drop into ranks of unskilled; men doing his work for $1.50 to $1.75 a day.
2	Female...	17	Tannery.....	Oiling.....	.....	6 00	Regular.				
					Total....	$24 00					
1	Father....	51	Car repairer.....	Outside	.....	$12 00	Regular.....	Own..	3	5	No. 1 injured; laid up for 2 weeks.
2	Female...	17	Tannery.....	Machine.....	.....	7 00	Regular.				
				Sublets.....	.....	3 75					
					Total....	$22 75					
1	Male.....	19	Machinery.....	.....	.....	$9 60	Irregular	Own..	6	6	No. 1 home 3 months; father dead; left some property.
2	Female...	17	Tannery.....	.....	.....	6 00	Regular.				
				Sublets.....	.....	2 25					
					Total....	$17 85					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment History.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
84	.....	Austria.....	German.....	23	.....	14	.....	Tannery.....	Trimming.....	$6 00	2 mos.
85	.....	Wisconsin....	German.....	18	Polish Catholic....	13	.....	Foundry..... Bag factory..... Tannery.....	Core maker..... Hand..... Glazing.....	$3 00- 5 00 4 60 4 00	2 yrs. 5 mos. 3 mos.
86	.....	Milwaukee...	Polish.....	18	Polish Catholic....	14	14	Knitting..... Tannery.....	Machine..... Trimming.....	$2 75-4 00 4 00	2 yrs. 3 yrs.
87	.....	Austria.....	Austrian.....	16	German Catholic..	13	.....	Chair factory.... Tannery..... Housework.....	Hand..... Checking..... At home	$3 00 4 00	2 mos. 6 mos.
88	.....	Poland.....	Polish.....	21	Polish Catholic....	.....	14	Enameling..... Tannery.....	Hand..... Trimming.....	$4 00 6 00-7 00	1 yr. 9 mos.

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Weekly income. Personal.	Weekly income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Father....	55	Tannery.....	.....	.....	$9 00	Irregular.....	$4 00	1	3	
2	Female...	23	Tannery.....	Trimming.....	.....	6 00					
					Total....	$15 00					
1	Mother...	42	Brewery.....	Washing.....	.....	$5 25	Regular.....	Own..	3	5	No. 2 lost thumb in tannery; laid off for two months; dr. bills paid and $4.00 per week; A little money on hand from sale of property.
2	Female...	18	Tannery.....	Glazing	.....	4 00	Regular.....				
					Total...	$9 25					
1	Father....	56	Railroad shops...	.....	.....	$10 80	Regular....	Own..	6	8	Son 25 years of age home ill. No. 3 worked in tannery but unable to stand it.
2	Female...	18	Tannery.....	Trimming.....	.....	4 00	Regular.				
3	Female...	18	Trunk factory...	Hand.....	.....	4 80	Irregular.				
					Total ...	$19 60					
1	Father....	49	Foundry.....	.....	.....	$13 50	Irregular.	$12 00	5	5	No. 1 home 2 months this winter.
2	Male.....	19	Foundry.....	.....	.....	13 50	Regular.				
3	Male.....	18	Foundry.....	.....	.....	12 00	Regular.				
					Total ...	$39 00					
1	Father....	66	Machinery.....	Helper.....	.....	$9 60	Irregular..	$4 00	3	3	No. 1 lost 2 months this winter. No. 3 now married, worked on farm in old country, attended school 4½ years. By working overtime No. 3 could make $9 to $10 per week.
2	Female...	23	Tannery.....	Seasoning.....	.....	7 50	Regular.				
3	Female...	21	Tannery.....	Trimming.....	.....	6 00	Regular.				
					Total ...	$23 10					

APPENDIX B.—*Women workers in Milwaukee tanneries*—Continued.

Number.		Born in	Descent.	Age.	Employment history.						
Temporary.	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
89	152	Germany	German.....	28	German Catholic..	.....	.....	....	Seamstress.....	$3 00	1 mo.
								Tannery.....	.....	8 05–10 40	4 yrs.
90	326	Milwaukee...	German.....	22	German Catholic..	14	14	Knitting.....	Machine.....	$2 50	1½ yrs.
								Brewery.....	Hand.....	5 20	6 mos....
								Enameling.....	.....	4 50	
								Enameling.....	Hand.....	5 00	
								Tannery.....	.....	4 65–7 40	

APPENDIX B.--*Women workers in Milwaukee tanneries*—Continued.

Family income history.								Housing.			Notes.
No.	Earner.	Age.	Industry.	Occupation.	Income. Personal.	Income. Family.	Regularity.	Own or rent.	No. of rooms.	No. in family.	
1	Female...	28	Tannery.....	.....	.....	$9 35	Regular.....	$4 00	3	2	Father dead.
			Girl now boarding; home broken up; pays $2.00 per week.					Own..	6	9	Father died of tuberculosis: slept 4 in one room: sick at tannery: quit 3 different times: couldn't eat.

APPENDIX B.—*Women workers in Milwaukee tanneries—Girls not living at home.*

Number.		Born in	Age.	Years in		Employment history.						
Temporary	Permanent.			America.	Milwaukee.	School attended.	Age leaving school.	Age beginning school.	Industry.	Occupation.	Weekly wages.	Time employed.
91	55	Germany....	20	4	4	Public.....	14	14	..... Tannery.....	Hiring..... Glazing.....	$1 50-3 50 8 22	1 yr. 4 yrs.
92	180	Milwaukee...	19	19	19	Polish Catholic....	13	14	Knitting..... Knitting..... Tannery.....	Machine..... Machine..... Machine.....	$2 50-4 00 3 50-4 00 6 00	4 yrs. 1 yr. .....
93	529	Wisconsin....	30	4	30	German Catholic..	13	19	.... Leather..... Tannery.....	Farm. Hiring..... Hand..... Ironing.....	$3 00-3 50 4 00 9 46	5 mos. 3 mos. .....
94	531	Milwaukee...	21	21	21	Polish Catholic....	14	14	Knitting..... Knitting..... Enameling..... Tannery.....	Spooler..... Machine..... Wrapping..... Ironing.....	$2 00-2 75 5 00-6 00 5 00 9 20	1 yr. 9 mos. 2 yrs. 3 yrs,
95	.....	Wisconsin....	21	1	21	Rural.....	16	20	Tannery.....	Ironing.....	$6 00-9 50	8 mos.
96	.....	Wisconsin....	19	6	19	Public.....	13	18	Tannery.....	Ironing.....	$6 00	1 yr.
97	332	Wisconsin....	21	21	21	Public.....	17	17	Candy..... .... Tannery.....	Packing..... Housework..... Housework.....	$3 00-3 50 B'rd, room 2 50 8 00	9 mos. 1 yr. 1 mo. 2½ yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries—Girls not living at home*—Continued.

Living conditions.					Character of home life.
Board and room.	Number of rooms.	Number in household.			
		Male.	Female.	Total.	
$3.00	.....	.....	.....	.....	Shares room with one other girl—good home life.
Works	.....	.....	.....		Lived with aunt.
$4.00	.....	1	1	4	Has room by herself with sister (married)—girl in poor health—always doctoring.
$3.50	5	.....	.....	8	Home life, very bad tendencies.
$3.00	1	.....	.....	1	Has room alone—fairly good surroundings.
$3.00	1	.....	2	2	Rooms with sister—family broken up—mother doing housework.
$3.50	1	.....	2	2	Good home. Girls went to high school for two years.

APPENDIX B.—*Women workers in Milwaukee tanneries—Girls not living at home*—Continued.

Number.		Born in	Age.	Years in		Employment History.						
Temporary	Permanent.			America.	Milwaukee.	School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
98	.....	Milwaukee...	20	20	20	German Lutheran	13	15	..... Tannery.....	Housework..... Glazing.....	$3 00 7 00-8 00	5 yrs. 7 mos.
99	.....	Poland.....	21	1½	1½	Polish Catholic....	14	15	..... Tailor..... Tannery.....	Farm. Hand..... Trimming.....	 $2 50 6 00-9 00	 5 mos. 1 yr.
100	.....	Austria.....	18	1	1	.....	.....	.....	Tannery.....	Glazing.....	$7 00	7 mos.
101	.....	Austria.....	23	8 mo.	5 mo.	.....	13	None...	Foundry..... Tannery.....	Coremaker..... Glazing.....	$4 00-5 00 6 00	4 mos. 2 wks.
102	.....	Austria.....	21	2+	2+	.....	12	Farm ..	Tannery.....	Seasoning..... Covering pipe...	$6 00-$9 00 6 00	2 yrs. 2 mos.
103	.....	Aus'ria.....	24	7	2	.....	14	Farm ..	Tannery.....	Glazing.....	$5 10	1 mo.
104	.....	Austria.....	23	2+	1	.....	7	Farm ..	Tannery.....	Trimming.....	$6 00	9 mos.
105	.....	Austria.....	18	9 mos.	9 mos.	.....	.....	.....	Brewery..... Tannery.....	..... Glazing.....	..... $6 00	3 mos. 3 mos.

APPENDIX B.—*Women workers in Milwaukee tanneries—Girls not living at home*—Continued.

Living conditions.					Character of home life.
Board and room.	Number of rooms.	Number in household.			
		Male.	Female.	Total.	
$3.50.....	1	.....	2	2	Good home.
$3.00.....	4	.....	.....	6	Lives with sister's family.
$1.88.....	5	8	4	12	Lives at saloon boarding house—helps in saloon for board and room. Has been able to send home $22.
Works.....	7	11	2	13	Saloon boarding house—works for board. Still owes for cost of ticket to America.
Works.....	5	8	4	12	Home is saloon boarding house. Works for board by scrubbing, helping with meals and at bar, etc.
Works.....	6	10	3	13	Home is saloon boarding house.
Works.....	.....	.....	.....	.....	Saloon boarding house. 1 boarder.
$3.50.....	6	4	2	6	Girl now married. Home conditions very bad, rooms small and dirty.

APPENDIX B.—*Women workers in Milwaukee tanneries—Girls not living at home*—Continued.

Number.		Born in	Age.	Years in		Employment History.						
Temporary.	Permanent.			America.	Milwaukee.	School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
106	.....	Germany	17	3	1	.....			Tannery.....	Trimming.....	$9 00	10 mos.
107	.....	Austria	22	8 mos.	8 mos.	.....	13		Tannery.....	Packing.....	$6 90	7 mos.
108	.....	Austria	23	8 mos.	8 mos.	.....	13	Farm	..... Tannery.....	Housework ..... Seasoning.....	..... $5 00	4 mos. 3 mos.
109	.....	Austria	20	1½	1½	.....	.....	.....	Brewery..... Tannery.....	Washing ..... Seasoning.....	$5 25 5 00	4 mos. 10 mos.
110	.....	Germany	18	4	4	Catholic	8	.....	Tannery..... Tannery.....	Finishing ..... Glazing	$5 50 9 00	5 mos. 2½ yrs.
111	.....	Germany	18	9	6	Public	11	Farm ..	Tannery..... Enameling.....	Trimming..... Hand..... Housework	$5 00 4 50 4 50	5 mos. 2 mos. 2 mos.
112	.....	Austria	22	1	1	.....	14	.....	Tannery.....	Trimming.....	$6 00	10 mos.
113	.....	Austria	21	10 mos.	10 mos.	.....	14	Home ..	Tannery.....	Coloring.....	$9 00	4 mos.
114	.....	Austria	21	10 mos.	10 mos	.....	14	Home ..	Tannery.....	Seasoning.....	$6 00	8 mos.

APPENDIX B.—*Women workers in Milwaukee tanneries—Girls not living at home*—Continued.

Living conditions.					Character of home life.
Board and Room.	Number of Rooms.	Number in household.			
		Male.	Female.	Total.	
Works.....					Saloon boarding house. One large room below saloon used for sleeping room for men and women. Girl now works in saloon all time.
Works.....	4	6	2	8	Saloon boarding house.
Works.....	7	11	4	15	Saloon boarding house.
Works.....	7	11	4	15	Saloon boarding house.
$3.50.....	.....	31	3	34	Saloon boarding house. Owner furnishes the noon meal to 60 men from the tannery. House new and comparatively clean. Boarders are Greek.
$1.00.....	.....	.....	.....	.....	Works by day at same place as No. 111. Boards with aunt. Father and mother on farm.
$2.50.....	3	3	2	5	Saloon boarding house. In entire house are 15 families having 9 boarders.
$3.50.....	6	.....	.....	6	Saloon boarding house. Girl has sent home $40.00.
$2.00.....	6	12	2	14	Works at house to help pay for board and room.

APPENDIX B.—*Women workers in Milwaukee tanneries—Girls not living at home*—Continued.

Number.		Born in	Age.	Years in		Employment history.						
Temporary.	Permanent.			America.	Milwaukee.	School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
115	.....	Austria.....	31	1	1	.....	14	Farm ..	Tannery..... Saloon.....	Trimming..... Bar.....	$6 00 4 00	3 mos. 5 mos.
116	.....	Austria.....	18	8 mos.	8 mos.	.....	14	Home ..	Tannery..... Furs..... Saloon.....	Glazing..... ..... Bar.....	$6 00 1 00 4 00	3 mos. 1 week. 6 wks.
117	.....	Austria.....	18	3 mos.	3 mos.	.....	13	.....	Tannery.....	Machine.....	$5 00	3 mos.
118	.....	Austria.....	22	1	1	.....	14	Farm ..	Tannery.....	Hairing machine	$4 00	6 mos.

APPENDIX B.—*Women workers in Milwaukee tanneries—Girls not living at home*—Continued.

LIVING CONDITIONS.					CHARACTER OF HOME LIFE.
Board and room.	Number of rooms.	Number in household.			
		Male.	Female.	Total.	
Works.....	5	7	2	9	Saloon boarding house.
Works.....	5	1	2	3	No boarders. Saloon. Relatives in city but not with her.
$2.50.....	2	1	2	3	
$2.25	5	.....	.....	.....	

APPENDIX B.—*Women workers in Milwaukee tanneries—Married women.*

Number.		Born in.	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
119	27	Germany	German	34	German.....	.....	.....	Tannery.....	Seasoning.....	$6 09-$9 78	4½ yrs.
120	114	Milwaukee...	German.....	27	Public.....	14	23	Tannery.....	Russia finishing.	$7 08-$9 84	4 yrs.
121	C	Germany	German.....	30	Polish Catholic....	12	12	Cigar factory.... Knitting..... Housework ..... Tannery.....	..... Machine..... (Married.)..... Hand.....	$1 50 5 00-6 00 8 00	9 mos. 5 yrs. 2 yrs.
122	417	Germany	German.....	41	Polish Catholic....	11	.....	..... Tannery.....	Hiring..... Seasoning.....	..... $3 55-$9 05	5 yrs. 3 yrs.
123	.....	Michigan.....	American.	27	Public.....	15	.....	Tannery.	Ironing.....	$7 50	4 mos.
124	310	Pe'nsylvania	German.....	32	German Lutheran	12	.....	Tannery.....	Seasoning.....	$5 80-$10 80	3½ yrs.

APPENDIX B.—*Women workers in Milwaukee tanneries—Married women*—Continued.

Family income history.						Housing.					Notes.
Earner.	Age.	Industry.	Occupation.	Income.	Employment.	Own or rent.	No. in family. Children.	No. in family. Ages.	No. in family. Total.	No. of rooms.	
Husband.. Wife.....	44 34	Tannery..... Tannery.....	Drying room..... Seasoning.....	$9 00 8 62 $17 62	Irregular..... Regular.	$7 50	2	14-17	4	3	Children in school; father and son returned to Germany years ago; mother and daughter leave for Germany this year.
Wife.....	27	Tannery.....	Russia finishing.	$8 75 $8 75	Regular.....	$5 00	1	9			Not living with husband; boards with parents.
Wife.....	30	Tannery.....	Hand.....	$8 10 $8 10	Regular.....	$5 00	2	9-11	4	3	Husband tuberculosis.
Wife.....	41	Tannery.....	Seasoning.....	$6 15 $6 15	Regular.....	$3 50	2	9-13	3	2	Husband left 3 years ago; no good; three children have died; each one being under three weeks of age.
Wife.....	27	Tannery.....	Ironing.....	$7 50 $7 50	Regular.....	$8 00	1	.....	3	3	Grandmother sometimes lives with No. 1.
Husband.. Wife.....	36 32	..... Tannery.....	Blacksmith..... Seasoning.....	$9 00 8 75 $17 75	Regular..... Regular.....	$3 00			2	1	Children 13 and 10 with grandmother.

APPENDIX B.—*Women workers in Milwaukee tanneries—Married women*—Continued.

Number.		Born in	Descent.	Age.	Employment history.						
Temporary	Permanent.				School attended.	Age leaving school.	Age beginning work.	Industry.	Occupation.	Weekly wages.	Time employed.
125	9	Milwaukee	German	21	Public	12	13	..... Knitting Enameling Tannery	Housework ..... Hand Sorting	$1 00 2 00-3 00 3 00-3 50 5 75-8 45	1 yr. 2 yrs. 1 yr. 4½ yrs
126	D	Austria	Austrian		.....	.....	.....	Tannery	Washing	$5 00-$6 00	3 mos.
127	E	Austria	Slavonian	40	.....	.....	Farm	.... Tannery	Boarders Picked rags Seasoning	..... $3 50 4 00	2 yrs. 2 mos. 3 mos.
128	F	Austria	Austrian	28	Polish Catholic	14		..... Tannery	Housework. Finishing	.....	14 mos.

APPENDIX B.—*Women workers in Milwaukee tanneries—Married women*—Continued.

Family income history.						Housing.					Notes.
Earner.	Age.	Industry.	Occupation.	Income.	Employment.	Own or rent.	No. in family. Children.	No. in family. Ages.	No. in family. Total.	No. of rooms.	
Female....	21	Tannery.....	Sorting.....	$7 50 $7 50	Regular.....	$18 00	1	3	2	1	No. 1 lives at home paying $18.00 for board and room; father of child not with them.
Wife..... Female....	23 18	Tannery..... Tannery.....	Washing..... Boarder.....	$5 00 5 00 $10 00	Regular..... Regular.....	$3 00	1	4	4	2	Husband (32 years of age) a policeman in old country; unable to get work here. Girl living with them does not pay stated amount; helps when necessary; all came over together 3 months ago.
Wife.....	40	Tannery.....	Seasoning.....	$4 00 $4 00	Regular.....	$3 00	2	15-16	.....	4	Husband in old country; two boys not home; live with family of 15.
Wife.....	28	Tannery.....	Finishing.....	$8 50 $8 50	Regular.....	$5 00	3	3-7-8	4	2	Husband in old country; neighbors care for children.

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